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# International Technical Brief for the STRONG INTEREST INVENTORY® ASSESSMENT

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# INTRODUCTION

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The *Strong Interest Inventory*® (*Strong*) assessment is one of the most widely used career planning tools, helping high school and college students, as well as people in transition, make fulfilling career choices. Because the instrument is so widely used, the publisher, CPP, Inc., continues to develop translations for use in specific regions. This technical brief summarizes the measurement properties of the *Strong* assessment translated into European English, French, German, Latin American Spanish, and European Spanish. Normative data, reliability coefficients, and correlations among *Strong* scales are reported for the overall International Sample and each of the five individual language samples as well. Comparisons are made to the U.S. General Representative Sample (GRS), which is representative of the racial and ethnic diversity of the United States. Similarities and differences between languages are also examined. Readers are encouraged to use this document in conjunction with the *Strong Interest Inventory*® *Manual* (Donnay, Morris, Schaubhut, & Thompson, 2005).

The *Strong Interest Inventory* assessment helps individuals match their interests with different occupational, educational, and leisure pursuits. It compares clients' level of interest on a wide range of familiar items with the interests of people who are successfully employed in different occupations. The information provided by the *Strong* can be used to help clients make sound educational and career decisions.

The five main types of data provided by the *Strong* assessment are

- General Occupational Theme (GOT) scores
- Basic Interest Scale (BIS) scores
- Occupational Scale (OS) scores
- Personal Style Scale (PSS) scores
- Administrative indexes

## INTERNATIONAL SAMPLE DESCRIPTIONS

To study potential differences on the *Strong* assessment, data from five international samples, collected from October to December 2009 on CPP's research Web site, were examined. Demographic profiles of these samples follow.

### European English Sample Description

This sample includes 346 women and 305 men who completed the *Strong* assessment in European English (1 individual did not indicate gender). Respondents' ages ranged from 18 to 81 years (mean = 44.8,  $SD = 13.7$ ). Sixty-two percent were employed full-time, 17% were employed part-time, 2% were students, 7% were retired, and 12% either were not working for income or didn't provide their current employment status. The organizational levels of those who were employed and reported organizational level were as follows: 5% entry level, 42% nonsupervisory, 21% supervisory, 25% management, 5% executive, and 4% top executive. All respondents reported their country of origin and residence as the United Kingdom.

### French Sample Description

This sample includes 354 women and 282 men who completed the *Strong* assessment in French. Respondents' ages ranged from 18 to 66 years (mean = 38.1,  $SD = 10.1$ ). Seventy-seven percent were employed full-time, 13% were employed part-time, 3% were students, 1% were retired, and 7% either were not working for income or didn't provide their current employment status. The organizational levels of those who were employed and reported organizational level were as follows: 17% entry level, 48% nonsupervisory, 7% supervisory, 19% management, 6% executive, and 3% top executive. All respondents reported their country of origin and residence as France.

### German Sample Description

This sample includes 467 women and 395 men who completed the *Strong* assessment in German (1 individual did not indicate gender). Respondents' ages ranged from 18 to 79 years (mean = 43.1,  $SD = 11.6$ ). Sixty-three percent were employed full-time, 16% were employed part-time, 2% were students, 6% were retired, and 13% either were not working for income or didn't provide their current employment status. The organizational levels of those who were employed and reported organizational level were as follows: 5% entry level, 60% nonsupervisory, 16% supervisory, 7% management, 6% executive, and 7% top executive. All respondents reported their country of origin and residence as Germany.

## Latin American Spanish Sample Description

This sample includes 364 women and 393 men who completed the *Strong* assessment in Latin American Spanish. Respondents' ages ranged from 18 to 67 years (mean = 33.9,  $SD = 10.3$ ). Fifty percent were employed full-time, 15% were employed part-time, 13% were students, 2% were retired, and 20% either were not working for income or didn't provide their current employment status. The organizational levels of those who were employed and reported organizational level were as follows: 9% entry level, 22% nonsupervisory, 23% supervisory, 18% management, 19% executive, and 9% top executive. All respondents reported their country of origin and residence as Mexico.

## European Spanish Sample Description

This sample includes 316 women and 338 men who completed the *Strong* assessment in European Spanish. Respondents' ages ranged from 19 to 65 years (mean = 38.1,  $SD = 8.9$ ). Seventy-one percent were employed full-time, 8% were employed part-time, 3% were students, 2% were retired, and 16% either were not working for income or didn't provide their current employment status. The organizational levels of those who were employed and reported organizational level were as follows: 8% entry level, 49% nonsupervisory, 26% supervisory, 9% management, 5% executive, and 4% top executive. All respondents reported their country of origin and residence as Spain.

## INTERNATIONAL RESEARCH ON THE *STRONG* ASSESSMENT

A number of studies have examined the “cultural validity” of the *Strong* assessment. Essentially, these studies have assessed whether the underlying theories of the instrument adequately explain the results for racial/ethnic groups (Fouad & Mohler, 2004). Much of this research has focused primarily on Holland's (1959) typology, as measured by the General Occupational Themes (GOTs). Studies have revealed mixed results.

For example, in a literature review conducted by Carter and Swanson (1990), it was found that African Americans scored lower than Caucasians on the Realistic and Investigative Themes and higher on the Social, Enterprising, and Conventional Themes. Researchers (Park & Harrison, 1995; Sue & Kirk, 1972, 1973) have also found that Asian Americans scored higher on Realistic, Investigative, and Conventional Themes when compared to Caucasians. Studies by Goh, Lee, and Yu (2004) and Goh and Yu (2001) found slight differences on Holland's typology when looking at Chinese samples as well.

In contrast, however, Fouad, Harmon, and Borgen (1997) found that RIASEC Themes were similar across Asian American, African American, Hispanic American, and Caucasian samples. Other studies by Fouad also support the notion that minimal differences exist on *Strong* scales—specifically, Fouad (2002) found minimal differences on the GOTs, and Fouad and Mohler (2004) found minimal differences on both the GOTs and BISs across various ethnic groups. Davison Aviles and Spokane (1999) also determined that significant differences did not exist on Holland Themes across Hispanic, African American, and Caucasian middle school students; although they did find differences in the manner in which students expressed their interests. Evidence supporting Holland's model, as measured by the *Strong* assessment, has also been found in Icelandic (Einarsdóttir, Rounds, Ægisdóttir, & Gerstein, 2002), Native Hawaiian (Oliver & Waehler, 2005), and Korean (Tak, 2004) samples. Finally, in examining the criterion-related validity of the RIASEC Themes, Lattimore and Borgen (1999) found that the *Strong* assessment predicted occupational membership relatively similar for African American, Asian American, Caucasian American, Hispanic American, and Native American adults.

This technical brief provides the results of analyses examining potential differences for each of the five aforementioned international samples. Similar to the research described here, analyses will be run on the GOTs and the BISs. Analyses will be run on the OSs and the PSSs as well. Results have been divided according to scale or type of information provided by the *Strong* instrument.

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## GENERAL OCCUPATIONAL THEMES

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The General Occupational Themes (GOTs)—developed from the work of the *Strong* instrument author, E. K. Strong, Jr., and vocational theorist John L. Holland—are scales that reflect an individual's overall orientation to work. Using Holland's classification system, the GOTs describe an individual's interests, work activities, potential skills, and personal values in six broad areas: Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C). Generally speaking, a person's interests are reflected by two or three of these Themes, combined to form a cluster of interests.

### INTERPRETATION OF THE GOTs

The descriptions of the GOTs, presented below, were derived in part from the work of several authors, including Holland (1973), Hansen and Campbell (1985), Gottfredson and Holland (1989), and Hansen (1992). Please refer to the *Strong Interest Inventory® Manual* (Donnay et al., 2005) for more detail on the theoretical foundation of the GOTs.

#### Realistic (R) Theme: Building, Repairing, Working Outdoors

People who score high on the Realistic Theme like activities, jobs, and coworkers who represent interest areas such as mechanical, construction, and repair activities; nature and the outdoors; and adventurous, physical activities. They enjoy working with tools, machines, and equipment, including computers and computer networks. They are interested in action rather than thought and prefer concrete problems to ambiguous, abstract problems. They tend to score toward the “Takes chances” pole of the Risk Taking scale and toward the “Works with ideas/data/things” pole of the Work Style scale (see pp. 57–58 for descriptions of these and other Personal Style Scales).

#### Investigative (I) Theme: Researching, Analyzing, Inquiring

People who score high on the Investigative Theme have a strong scientific, inquiring orientation. They enjoy gathering information, uncovering new facts or theories, and analyzing

and interpreting data. They tend to be most comfortable in academic or research environments and often pursue advanced degrees. They dislike selling and repetitive activities. They tend to score toward the “Works with ideas/data/things” pole of the Work Style scale and toward the “Academic” pole of the Learning Environment scale. The I Theme is weakly related to the “Directs others” pole of the Leadership Style scale and toward the “Accomplishes tasks as a team” pole of the Team Orientation scale, indicating that Investigative people will work with others on group projects.

#### Artistic (A) Theme: Creating or Enjoying Art, Drama, Music, Writing

People who score high on the Artistic Theme value aesthetic qualities and have a great need for self-expression. This Theme, more than any other, can be expressed by those who enjoy creating art or engaging in or viewing the arts. Artistic types frequently express their artistic interests in leisure or recreational activities as well as in vocational activities or environments. With their typical verbal-linguistic bent, they tend to be quite comfortable in academic or intellectual environments, as reflected in their Learning Environment scores. The spectrum of the A Theme spans the visual arts, the performing arts (e.g., music and drama), the culinary arts, and writing.

#### Social (S) Theme: Helping, Instructing, Caregiving

People who score high on the Social Theme, unlike the first three Themes of the RIASEC hexagon, like to work with people: they enjoy working in groups, sharing responsibilities, and being the center of attention. Central characteristics are helping, nurturing, and caring for others, plus teaching and instructing, especially of young people. Social types like to solve problems through discussions of feelings and interactions with others. They may also enjoy working with people through leading, directing, and persuading. People with high Social Theme scores tend to score toward the “Works with people” pole of the Work Style scale, the “Directs others” pole of the Leadership Style scale, and the “Accomplishes tasks as a team” pole of the Team Orientation scale.

## Enterprising (E) Theme: Selling, Managing, Persuading

People who score high on the Enterprising Theme are verbally facile in selling and leading. They seek positions of leadership, power, and status. They enjoy working with other people and leading them toward organizational goals and economic success. The E Theme is clearly linked with a Work Style of working with people, a Team Orientation of preferring team-based activities, and a Leadership Style of directing others. Enterprising people like to take financial and interpersonal risks and to participate in competitive activities. They are quite different from I types (opposite on the RIASEC hexagon) and tend to dislike scientific activities and long periods of intellectual effort. Scientists (e.g., physicists, biologists, mathematicians, geologists, and chemists) score low on the E Theme, reflecting that they have little interest in selling, leading, or working with people.

## Conventional (C) Theme: Accounting, Organizing, Processing Data

People who score high on the Conventional Theme especially like activities that require attention to organization, data systems, detail, and accuracy. They often enjoy mathematics and data management activities, such as accounting and invest-

ment management. Like those who score high on Enterprising, they work well in large organizations, but unlike Enterprising people they do not show a distinct preference for working with people over working with ideas or data.

## INTERNATIONAL SAMPLE NORMS OF THE GOT SCALES

The standardized scores for each of the six Themes are presented in Table 1. Means, standard deviations, and interpretive categories are listed for women and men. GOTs are standardized using a T-score transformation, where scores have a mean of 50 and a standard deviation of 10. The interpretive categories are based on the 2004 General Representative Sample (GRS). Refer to the *Strong* manual (Donnay et al., 2005) for a description of this sample.

Means and standard deviations for the International Sample were relatively similar to those reported for the GRS. The largest difference, for women and men alike, was on the Conventional scales. Individuals in the International Sample scored slightly higher than those included in the GRS.

Mean scores for each of the five language samples composing the International Sample are listed separately by language in appendixes A–E. The Conventional scale scores for men were

**TABLE 1. GOT MEANS, STANDARD DEVIATIONS, AND INTERPRETIVE BOUNDARIES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Theme	Gender	Mean	SD	Standard Score Boundaries				
				Very Little (0–10)	Little (11–25)	Average (26–75)	High (76–90)	Very High (91–100)
Realistic	Women	46.96	9.43	30–34	35–38	39–51	52–56	57–87
	Men	55.70	9.27	30–43	44–50	51–61	62–66	67–87
Investigative	Women	50.27	10.83	26–35	36–41	42–56	57–62	63–78
	Men	53.45	10.07	26–38	39–45	46–58	59–64	65–78
Artistic	Women	51.36	10.35	26–37	38–44	45–59	60–64	65–76
	Men	50.07	9.78	26–36	37–42	43–56	57–62	63–76
Social	Women	52.18	11.23	23–39	40–46	47–59	60–65	66–83
	Men	49.83	11.03	23–35	36–41	42–55	56–60	61–83
Enterprising	Women	49.24	11.30	21–37	38–42	43–56	57–62	63–80
	Men	52.05	10.75	21–37	38–43	44–58	59–64	65–80
Conventional	Women	53.17	11.86	27–35	36–42	43–57	58–64	65–90
	Men	56.78	11.07	27–38	39–44	45–57	58–63	64–90

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Numbers in parentheses under categories are percentiles.



**TABLE 2. GOT RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.93	.80	52.85	10.49	53.55	10.06
Investigative	.93	.75	53.38	9.97	53.66	9.29
Artistic	.95	.80	50.99	9.99	51.62	9.56
Social	.94	.80	52.16	12.08	52.30	11.38
Enterprising	.93	.83	51.53	11.83	51.32	11.65
Conventional	.93	.80	57.19	12.04	57.22	11.96

Note: Cronbach's alpha  $N = 3,562$ , test-retest  $n = 309$ , time between administrations = 1–7 weeks.

somewhat higher in the European English, French, and Latin American and European Spanish samples, as were the Conventional scale scores for women in the Latin American and European Spanish samples. Women in the German sample scored somewhat lower on the Artistic scale than did women in the GRS. Finally, in the Latin American Spanish sample, women's scores on the Realistic and Enterprising scales and men's scores on the Investigative, Artistic, and Enterprising scales were higher than those reported for respondents in the GRS.

## RELIABILITY OF THE GOT SCALES

Cronbach's alpha and test-retest correlations were used to examine the reliability of the GOTs. Results are presented in Table 2. GOT alphas ranged from .93 to .95, with a median of .93. This is similar to the median GOT alpha of .92 reported in the 2005 *Strong* manual. The test-retest reliability correlations ranged from .75 to .83 (median .80) with one to seven weeks between the first and second administrations; the manual reports a median reliability coefficient of .85 for the overall retest sample. While the correlations for the International Sample are slightly smaller than those reported in the manual, they are regarded as moderate to high levels of reliability (Murphy & Davidshofer, 2005).

In looking at the reliabilities for each language sample, we see that alphas ranged from .91 for the Enterprising and Conventional scales (Latin American Spanish) to .95 for the Artistic scale (European English, German, and European Spanish) and .95 for the Social scale (German). Test-retest correlations ranged from .57 for the Investigative scale (European Spanish) to .90 for the Social scale (Latin American Spanish). Please refer to appendixes A–E for the reliabilities by language.

## VALIDITY OF THE GOT SCALES

The convergent validity of the GOTs was examined by assessing the relationships between the GOT scales (i.e., the intercorrelations between the six scales), as well as the relationships between the GOT scales and the other scales of the *Strong* assessment (e.g., the correlations between the GOTs and OSs). The following sections present these findings.

### Intercorrelations Between the GOTs

Tables 3 and 4 show the intercorrelations between each of the six GOTs. These correlations are shown for all individuals in Table 3 and separately by gender in Table 4. As shown, the largest correlations are between the Conventional and Enterprising scales and the Investigative and Realistic scales for the overall sample. In looking at the samples by gender, we see that these scales also had the largest correlations for both women and men.

While the correlations in the International Sample are somewhat greater than those found in the GRS, the patterns of relationship are very similar. The strongest relationship for women was found between the Realistic and Investigative scales in both the International Sample and the GRS. The strongest relationship for men in the International Sample was found between the Social and Artistic scales; the strongest relationship for men in the GRS was found between the Realistic and Investigative scales. The largest difference found between the International Sample and the GRS for men was in the relationship between the Enterprising and Investigative scales.

In comparing women in the five language samples to women in the GRS, some of the noteworthy differences include a

**TABLE 3. INTERCORRELATIONS BETWEEN THE GOTs IN THE INTERNATIONAL SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.67	.45	.41	.53	.58
Investigative	.67	—	.52	.51	.43	.53
Artistic	.45	.52	—	.63	.52	.36
Social	.41	.51	.63	—	.61	.50
Enterprising	.53	.43	.52	.61	—	.68
Conventional	.58	.53	.36	.50	.68	—

Note:  $N = 3,562$ .

**TABLE 4. INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.67	.56	.49	.52	.57
Investigative	.68	—	.51	.50	.40	.49
Artistic	.50	.57	—	.57	.53	.33
Social	.52	.58	.70	—	.59	.46
Enterprising	.53	.45	.53	.67	—	.65
Conventional	.58	.57	.44	.60	.69	—

Note:  $N = 3,562$ . For correlations above the diagonal, women  $n = 1,847$ ; below the diagonal, men  $n = 1,713$  (2 did not indicate gender).

stronger relationship between the Realistic and Social as well as Realistic and Enterprising scales for the French sample. A stronger relationship was also found between Investigative and Enterprising for the German sample. Finally, Artistic and Conventional had a stronger relationship in the French and German samples than in the GRS.

Some of the noteworthy differences found in comparing men in the five language samples to men in the GRS include a stronger relationship between Realistic and Artistic for the European English and German samples and a stronger relationship between Investigative and Enterprising for the French and German samples. A stronger relationship was found between the Artistic and Conventional scales for men in the German sample as well.

## Relationship Between the GOTs and the OSs

The GOTs can provide a global view of an individual's occupational orientation. It is expected that people with common

interests and preferences for similar work environments might subsequently choose similar jobs. Thus, when correlating the GOTs with the Occupational Scales (OSs), certain relationships are expected. Tables 5–10 illustrate the relationship between the GOTs and OSs for each of the six Themes. The 10 OSs with the strongest relationship, as well as the 10 OSs with the weakest relationship, are presented for women and men.

Results indicate that the pattern of relationships commonly found between the GOTs and OSs was found in the international norm sample as well. For instance, women in both the GRS and International Sample who scored high on the Investigative Theme scored highest on the Science Teacher OS. Additionally, men in the GRS and in the International Sample who scored high on the Realistic Theme scored high on the Firefighter OS.



**TABLE 5. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN REALISTIC THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Engineering Technician	.87	Engineer	.78
Firefighter	.85	Firefighter	.77
Engineer	.78	Computer & IS Manager	.76
Network Administrator	.77	Network Administrator	.75
Technical Support Specialist	.77	Software Developer	.74
Chiropractor	.75	Technical Support Specialist	.72
Computer Programmer	.75	Computer Systems Analyst	.72
Software Developer	.73	Military Officer	.71
Urban & Regional Planner	.73	Computer/Mathematics Manager	.71
Electrician	.72	Computer Programmer	.69
Florist	-.14	Mental Health Counselor	-.16
Paralegal	-.16	Buyer	-.20
Speech Pathologist	-.16	Biologist	-.25
Mental Health Counselor	-.17	Advertising Account Manager	-.26
Farmer/Rancher	-.32	Translator	-.26
Financial Analyst	-.32	Farmer/Rancher	-.28
Advertising Account Manager	-.32	Graphic Designer	-.32
Production Worker	-.37	Musician	-.32
Artist	-.45	Artist	-.41
Buyer	-.50	Interior Designer	-.46

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 6. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN INVESTIGATIVE THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Science Teacher	.88	Engineer	.86
Optometrist	.86	Science Teacher	.85
Chiropractor	.86	Medical Technologist	.85
Engineer	.84	Optometrist	.82
Dentist	.82	Respiratory Therapist	.81
Engineering Technician	.81	Software Developer	.81
Pharmacist	.80	Dentist	.79
Registered Nurse	.79	Psychologist	.78
Geographer	.77	Computer Programmer	.78
Computer Scientist	.77	R&D Manager	.78
Broadcast Journalist	-.24	Graphic Designer	-.27
Financial Analyst	-.24	Advertising Account Manager	-.30
Business Education Teacher	-.28	Artist	-.34
Paralegal	-.42	Law Enforcement Officer	-.35
Artist	-.43	Landscape/Grounds Manager	-.36
Florist	-.44	Buyer	-.40
Production Worker	-.46	Restaurant Manager	-.42
Farmer/Rancher	-.51	Farmer/Rancher	-.46
Advertising Account Manager	-.53	Interior Designer	-.49
Buyer	-.68	Florist	-.51

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 7. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN ARTISTIC THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Editor	.93	Arts/Entertainment Manager	.94
Arts/Entertainment Manager	.90	Editor	.92
ESL Instructor	.90	English Teacher	.87
Technical Writer	.89	Urban & Regional Planner	.81
English Teacher	.84	Instructional Coordinator	.80
Graphic Designer	.83	Secondary School Teacher	.79
Urban & Regional Planner	.78	Reporter	.79
Translator	.75	Technical Writer	.77
Instructional Coordinator	.74	Community Service Director	.76
Public Relations Director	.70	Bartender	.76
Emergency Medical Technician	-.14	Landscape/Grounds Manager	-.43
Artist	-.16	Optician	-.47
Business Education Teacher	-.21	Law Enforcement Officer	-.48
Health Information Specialist	-.21	Vocational Agriculture Teacher	-.49
Buyer	-.24	Electrician	-.50
Radiologic Technologist	-.25	Emergency Medical Technician	-.51
Medical Technician	-.37	Radiologic Technologist	-.53
Financial Analyst	-.61	Military Enlisted	-.54
Farmer/Rancher	-.71	Automobile Mechanic	-.70
Production Worker	-.86	Farmer/Rancher	-.87

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 8. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN SOCIAL THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Secondary School Teacher	.88	Community Service Director	.92
Rehabilitation Counselor	.88	Elementary School Teacher	.91
Elementary School Teacher	.87	Secondary School Teacher	.90
Social Worker	.86	Rehabilitation Counselor	.90
School Counselor	.85	Middle School Teacher	.90
Religious/Spiritual Leader	.84	Religious/Spiritual Leader	.90
Special Education Teacher	.82	Instructional Coordinator	.89
Middle School Teacher	.81	Customer Service Representative	.84
Recreation Therapist	.79	School Counselor	.84
Instructional Coordinator	.78	College Administrator	.83
Advertising Account Manager	-.09	Military Enlisted	-.27
Computer Systems Analyst	-.11	Optician	-.34
Buyer	-.16	Radiologic Technologist	-.35
R&D Manager	-.17	Electrician	-.36
Medical Technician	-.20	Biologist	-.39
Medical Illustrator	-.30	Landscape/Grounds Manager	-.40
Financial Analyst	-.34	Artist	-.43
Production Worker	-.35	Geologist	-.47
Farmer/Rancher	-.38	Automobile Mechanic	-.53
Artist	-.56	Farmer/Rancher	-.62

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 9. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN ENTERPRISING THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Realtor	.94	Wholesale Sales Representative	.93
Wholesale Sales Representative	.92	Securities Sales Agent	.92
Sales Manager	.91	Sales Manager	.91
Securities Sales Agent	.91	Realtor	.90
Technical Sales Representative	.89	Operations Manager	.90
Personal Financial Advisor	.87	Technical Sales Representative	.90
Purchasing Agent	.86	Top Executive, Business/Finance	.90
Top Executive, Business/Finance	.86	Marketing Manager	.89
Marketing Manager	.86	Purchasing Agent	.87
Restaurant Manager	.85	Loan Officer/Counselor	.87
Musician	-.25	Forester	-.28
Biologist	-.26	Landscape/Grounds Manager	-.31
Radiologic Technologist	-.30	Automobile Mechanic	-.37
Forester	-.31	Graphic Designer	-.39
Production Worker	-.34	Radiologic Technologist	-.44
Farmer/Rancher	-.35	Farmer/Rancher	-.46
Medical Technician	-.40	Mathematician	-.58
Medical Illustrator	-.43	Artist	-.61
Physician	-.46	Geologist	-.62
Artist	-.63	Biologist	-.76

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 10. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN CONVENTIONAL THEME AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Auditor	.85	Accountant	.86
Accountant	.84	Auditor	.85
Financial Manager	.83	Financial Manager	.84
Administrative Assistant	.81	Business/Finance Supervisor	.84
Business/Finance Supervisor	.79	Financial Analyst	.81
Technical Support Specialist	.77	Customer Service Representative	.80
Computer/Mathematics Manager	.76	Credit Manager	.79
Credit Manager	.76	Computer/Mathematics Manager	.77
Software Developer	.75	Management Analyst	.75
Customer Service Representative	.75	Personal Financial Advisor	.75
Medical Technician	-.16	Photographer	-.24
Carpenter	-.18	Mental Health Counselor	-.24
Physician	-.23	Interior Designer	-.29
Speech Pathologist	-.30	Geologist	-.31
Musician	-.33	Farmer/Rancher	-.34
Advertising Account Manager	-.40	Musician	-.34
Mental Health Counselor	-.42	Landscape/Grounds Manager	-.35
Photographer	-.49	Biologist	-.54
Medical Illustrator	-.51	Graphic Designer	-.58
Artist	-.79	Artist	-.68

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 11. CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES IN THE INTERNATIONAL SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	—	.67	.56	.49
Investigative	.68	—	.51	.50
Artistic	.50	.57	—	.57
Social	.52	.58	.70	—
Enterprising	.53	.45	.53	.67
Conventional	.58	.57	.44	.60

Note:  $n = 491$  (European English  $n = 94$ , French  $n = 104$ , German  $n = 128$ , Latin American Spanish  $n = 61$ , European Spanish  $n = 104$ ). Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

## Relationship Between the GOTs and the MBTI® Continuous Scores

Another way to provide evidence in support of the validity of an instrument is to compare it to other measures. Identifying relationships between the *Strong* assessment and other tools, such as the *Myers-Briggs Type Indicator*® (MBTI®) instrument, helps establish the validity of the separate scales of the *Strong* (GOTs, BISs, etc.).

The MBTI instrument measures four dichotomies: Extraversion–Introversion, Sensing–Intuition, Thinking–Feeling, and Judging–Perceiving. Extraversion–Introversion pertains to individuals’ orientation to the world—what energizes them. According to the theory behind the MBTI instrument, Extraverts tend to draw energy from the outside world of people, activities, and things, whereas Introverts tend to draw energy from their inner world of ideas, emotions, and impressions. The Sensing–Intuition dichotomy pertains to how individuals take in information or what they pay attention to. Those who prefer Sensing tend to take in information through the five senses, noticing what actually exists, while those who prefer Intuition tend to take in information by perceiving patterns and interrelationships and notice what might be. The Thinking–Feeling dichotomy deals with the ways in which individuals make decisions. Individuals with a preference for Thinking tend to organize and structure information to decide in a logical, objective way, while individuals with a preference for Feeling tend to organize and structure information to make their decision in a personal, values-based way. Finally, the Judging–Perceiving dichotomy pertains to what individuals present to the world, the lifestyle they adopt (Myers & Myers, 1980). Individuals with a pref-

erence for Judging tend to prefer living a planned and organized life. In contrast, individuals with a preference for Perceiving tend to prefer living life in a more spontaneous and flexible way.

The *Strong* GOTs were correlated with the continuous scores of the MBTI assessment—that is, the values of  $\Theta$  that result from IRT scoring (for a detailed discussion on applying IRT to the MBTI assessment, see the *MBTI® Manual* [Myers, McCaulley, Quenk, & Hammer, 1998], pp. 136–143). Results indicate that most relationships found between the GOTs and the MBTI preferences in the International Sample were similar to past research using the MBTI Form M assessment (Betz, Borgen, & Harmon, 1996; Myers et al., 1998). In short, the current study found the following results in the International Sample:

- Realistic was related to a preference for Thinking.
- Investigative was related to a preference for Intuition and Thinking.
- Artistic was related to a preference for Intuition and Perceiving.
- Social was related to a preference for Extraversion and Feeling.
- Enterprising was related to a preference for Extraversion.

Table 11 shows all correlations found for the International Sample. Please note that the correlations were computed for a subsample of the International Sample (256 women and 235 men) that took the MBTI instrument in addition to the *Strong* assessment. Correlations for each of the five individual language samples are provided in appendixes A–E. The pattern of correlations was generally similar across language samples.

**TABLE 12. CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS IN THE INTERNATIONAL SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.10	–.05	–.11	–.18	–.23	–.03
Expressive–Contained	–.04	.01	–.12	–.16	–.27	–.10
Gregarious–Intimate	–.11	–.07	–.07	–.14	–.21	–.09
Active–Reflective	–.10	.00	.00	–.06	–.22	–.06
Enthusiastic–Quiet	.02	.04	–.07	–.08	–.22	.02
<b><i>S–N Facets</i></b>						
Concrete–Abstract	.00	.04	.30	.04	.06	–.11
Realistic–Imaginative	.03	.06	.34	.05	.10	–.09
Practical–Conceptual	.04	.23	.38	.11	.07	.04
Experiential–Theoretical	.01	.05	.18	.02	.01	–.02
Traditional–Original	.07	.18	.30	.08	.15	–.02
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.18	–.14	.05	.13	–.06	–.06
Reasonable–Compassionate	–.15	–.12	.06	.15	–.08	–.05
Questioning–Accommodating	.00	.03	–.01	.10	.00	.05
Critical–Accepting	–.01	.01	.14	.17	.00	.06
Tough–Tender	–.17	–.04	.12	.13	–.06	–.04
<b><i>J–P Facets</i></b>						
Systematic–Casual	–.02	–.05	.15	.06	.00	–.10
Planful–Open-Ended	.14	.07	.14	.05	.11	–.01
Early Starting–Pressure-Prompted	.03	–.01	.08	–.03	.06	–.04
Scheduled–Spontaneous	.00	–.01	.12	.04	–.02	–.06
Methodical–Emergent	.02	.03	.06	–.01	–.02	–.01

Note:  $n = 491$  (European English  $n = 94$ , French  $n = 104$ , German  $n = 128$ , Latin American Spanish  $n = 61$ , European Spanish  $n = 104$ ). Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

## Relationship Between the GOTs and the MBTI® Form Q Facets

The relationship between the *Strong* GOTs and the MBTI Form Q facet scores was also examined (see Table 12). The 20 MBTI Form Q facets (five facets for each dichotomy) help create a richer and more detailed description of an individual's behavior. Each facet is composed of two facet poles, corresponding respectively to the preference pairs of each dichotomy, as follows:

- For Extraversion–Introversion: Initiating–Receiving, Expressive–Contained, Gregarious–Intimate, Active–Reflective, and Enthusiastic–Quiet
- For Sensing–Intuition: Concrete–Abstract, Realistic–Imaginative, Practical–Conceptual, Experiential–Theoretical, and Traditional–Original
- For Thinking–Feeling: Logical–Empathetic, Reasonable–Compassionate, Questioning–Accommodating, Critical–Accepting, and Tough–Tender
- For Judging–Perceiving: Systematic–Casual, Planful–Open-Ended, Early Starting–Pressure-Prompted, Scheduled–Spontaneous, and Methodical–Emergent

**TABLE 13. CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS  
BASED ON THE ADJECTIVE CHECK LIST IN THE INTERNATIONAL SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	.08	.00	-.02	.07	-.13
Investigative	.03	.10	.07	.16	-.02
Artistic	.08	.14	-.03	.21	.07
Social	.16	.23	.07	.16	-.02
Enterprising	.30	.11	.12	.24	-.08
Conventional	.03	.00	.03	.01	-.04

Note:  $n = 669$  (European English  $n = 123$ , French  $n = 147$ , German  $n = 164$ , Latin American Spanish  $n = 95$ , European Spanish  $n = 140$ ).

In correlating these facets with the GOTs, the following relationships were found:

- Realistic was related to the Logical, Reasonable, Tough, and Open-Ended.
- Investigative was related to Conceptual, Original, Logical, and Reasonable.
- Artistic was related to Expressive, all Intuition facet poles (i.e., Abstract, Imaginative, Conceptual, Theoretical, and Original), Accepting, Tender, Casual, Open-Ended, and Spontaneous.
- Social was related to Initiating, Expressive, Gregarious, and four of the five Feeling facet poles (i.e., Empathic, Compassionate, Accepting, and Tender).
- Enterprising was related to all Extraversion facet poles (i.e., Initiating, Expressive, Gregarious, Active, and Enthusiastic) and Original.

Most of these correlations are consistent with those reported in the *MBTI® Step II™ Manual* (Quenk, Hammer, & Majors, 2001) and in the *MBTI® Step II™ Manual Supplement* (Schaubhut & Thompson, 2011). It should be noted, however, that the sample reported in the Step II (Form Q) manual was small and was composed of 86% men, while the samples used in the Step II (Form Q) manual supplement and in the current analysis are large, are gender balanced, and utilize the most recent version of the *Strong* assessment released since the publication of the Step II (Form Q) manual.

Correlations between the MBTI Form Q facets and the *Strong* GOTs are also presented in appendixes A–E for each of the language samples. As expected, results were generally similar across all samples. A few examples of differences among the languages include a stronger relationship between Artistic

and Open-Ended in the French sample, a stronger relationship between Investigative and Conceptual in the German sample, and a stronger relationship between Enterprising and Reasonable in the Latin American Spanish sample.

## Relationship Between the GOTs and the “Big Five” Factors

The *Adjective Check List* (ACL) is a tool used to provide descriptions of oneself or other people using a simple format (Gough & Heilbrun, 1983). The ACL can be scored to represent the Big Five factors (John, 1989; 1990) model of personality, comprising measures of Extraversion, Agreeableness, Conscientiousness, Openness, and Neuroticism. A sample of 669 respondents (337 women and 332 men) who had completed the *Strong Interest Inventory* assessment also completed the ACL instrument. The ACL items were scored into the Big Five personality measures, which were then correlated with the *Strong* GOTs; these correlations are presented in Table 13. They are comparable to those found by Sullivan and Hansen (2004) and Larson, Rottinghaus, and Borgen (2002). Higher scores on the Big Five factor Extraversion were related to the Social and Enterprising GOTs, while higher scores on the Big Five factor Agreeableness were related to Investigative, Artistic, Social, and Enterprising. Additionally, higher scores on Conscientiousness were related to Enterprising, and higher scores on Openness were related to Investigative, Artistic, Social, and Enterprising. Finally, an inverse relationship was found between Neuroticism and Realistic, suggesting that lower scores on Neuroticism were related to higher scores on Realistic. Correlations for each of the five individual language samples are provided in appendixes A–E. Again, the pattern of correlations was generally similar across all language groups.



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## BASIC INTEREST SCALES

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The Basic Interest Scales (BISs) measure interest in 30 specific areas, such as art, science, sales, and athletics. Essentially, these are work and leisure activities that individuals may find personally motivating and rewarding. The BISs are often referred to as subthemes of the GOTs, as they focus on specific interest domains grouped under the broader, more diverse General Occupational Themes, five for each Theme. The 30 BISs, listed in order of the six GOT scales, are described below.

### INTERPRETATION OF THE BISs

#### Realistic BISs

The five BISs in the Realistic Theme are Mechanics & Construction, Computer Hardware & Electronics, Military, Protective Services, Nature & Agriculture, and Athletics.

**Mechanics & Construction.** The Mechanics & Construction scale measures interest in activities that require working with large equipment and machinery as well as small precision instruments. High scorers like designing, building, repairing, tinkering, and generally using a wide range of tools and materials. The scale represents a preference for working with things rather than people and thus is associated with scores toward the “Works with ideas/data/things” pole of the Work Style PSS (see pp. 57–58 for a description of this and other Personal Style Scales).

**Computer Hardware & Electronics.** The Computer Hardware & Electronics scale measures interest in activities such as installing and repairing computer and peripheral hardware and network systems. People with scores of “High Interest” or “Very High Interest” on this scale typically include engineering technicians, computer scientists, technical support specialists, network administrators, engineers, and computer and information systems managers. Usually, they score toward the “Works with ideas/data/ things” pole of the Work Style scale and the “Accomplishes tasks independently” pole of the Team Orientation PSS. This interest in tangibly repairing and building is also often associated with high scores on the Mechanics & Construction scale.

**Military.** Interest in a structured environment that has a well-ordered, clearly defined chain of command is characteristic of people with high scores on the Military scale. Such people also like to be in a position of authority, having power or control over others. People with scores of “High Interest” or “Very High Interest” on the Military scale are likely to include military officers, engineers, firefighters, law enforcement officers, and others in law enforcement and protection occupations. High scores on this scale sometimes correspond with scoring toward the “Takes chances” pole of the Risk Taking PSS and the “Works with ideas/data/things” pole of the Work Style scale.

**Protective Services.** The Protective Services scale measures interest in non-military-related aspects of providing public safety and policing. People with high scores on this BIS typically include law enforcement officers, firefighters, military officers, physical therapists, and registered nurses. Often high scores are associated with a preference for risk taking. These people enjoy protecting and aiding the public, responding to emergencies, and participating in activities related to criminal justice. High scores on this scale and the Law BIS may indicate a specific interest in law enforcement professions. There appears to be a relationship between the Military and Protective Services BISs, suggesting interest in well-structured environments and physical activities.

**Nature & Agriculture.** The core content of the Nature & Agriculture scale is typified by working in farming or ranching settings, as well as having an appreciation for the beauty of nature. Also measured is an interest in physically active work or recreational activities outdoors. People with scores of “High Interest” or “Very High Interest” on the Nature & Agriculture scale are likely to include vocational agriculture teachers, horticulturists, foresters, landscape/grounds managers, science teachers, firefighters, and veterinarians. Reflecting the outdoor and physical activity bent of the scale, athletic trainers may also have high scores on the Nature & Agriculture scale. Those with high scores often prefer to live in rural areas or small communities; they may choose to stay at a weekend retreat beside a lake, in the mountains, or on a river. Interest in more vigorous and dangerous activities, such as skydiving, might be expected as scores on the Athletics BIS

move higher and scores on the Risk Taking scale move toward the “Takes chances” pole.

**Athletics.** This scale measures an interest in sports. People who score high on the Athletics scale are often avid fans who may not even participate in sports, although they probably have some past athletic experience, especially in team sports. They tend to enjoy attending a variety of sporting events, such as boxing matches, football games, golf tournaments, gymnastics meets, and wrestling tournaments, as spectators. People who participate only in solitary sports, such as running, or who are interested in only one sport to the exclusion of all others probably will not score high on this scale. People who score high on this scale are likely to include athletic trainers, parks and recreation managers, recreation therapists, and community service managers.

## Investigative BISs

The four BISs in the Investigative Theme are Science, Research, Medical Science, and Mathematics.

**Science.** The Science scale is a measure of interest in the natural sciences, especially the physical sciences. People likely to have scores of “High Interest” or “Very High Interest” on this scale, such as chemists and physicists, emphasize scientific theory, the search for basic truths, and an experimental approach to solving problems and understanding the universe. Other groups that may not be seen as traditional, prototypic natural scientists—such as medical technologists, science teachers, pharmacists, dentists, physicians, and optometrists—also often score high on the Science scale and consider science integral to their work.

**Research.** The Research scale measures interest in designing and conducting studies to identify underlying relationships and establish facts. Although a wide range of areas may be researched, people who score high on this scale usually enjoy collecting data, working with numbers, summarizing research results, writing reports, and applying findings to solve problems, improve processes, or answer questions. People with scores of “High Interest” or “Very High Interest” are likely to include computer scientists, geographers, sociologists, science teachers, research and development managers, and network administrators. Similar to those who score high on the Science scale, they tend to prefer working with ideas, data, and things rather than people. However, they sometimes score slightly higher on the Team Orientation scale, meaning that they may have preferences for accomplishing tasks collectively and problem solving with others. This is likely due to the increasingly collaborative nature of many research projects.

**Medical Science.** While the Science scale measures interest primarily in the physical sciences, the Medical Science scale measures interest in the biological sciences and medical fields. The main differences between this scale and the Healthcare Services BIS are the education-intensive occupations and focus on technical scientific (rather than people-oriented) aspects that dominate Medical Science. Occupations on the Medical Science scale typically require a strong educational background in the biological as well as physical sciences. The list of specialized medical occupations is extensive and includes dentists, pharmacists, optometrists, physical therapists, respiratory therapists, chiropractors, and veterinarians. Also scoring high are science teachers and registered nurses. Although many of these people provide medical service and treatment to the public, this is typically not a preference, as they tend to score toward the “Works with ideas/data/things” pole of the Work Style scale.

**Mathematics.** The Mathematics scale measures interest in working with numbers and performing statistical analyses. The majority of people with high Mathematics scores tend to score toward the “Works with ideas/data/things” pole of the Work Style scale. Most people who score high on the Mathematics scale are of the Investigative type, such as chemists, mathematicians, optometrists, computer scientists, and physicists. People in occupations represented by other primary Holland codes also have mathematics as one of their clusters of interests.

## Artistic BISs

The four BISs in the Artistic Theme are Visual Arts & Design, Performing Arts, Writing & Mass Communication, and Culinary Arts.

**Visual Arts & Design.** The Visual Arts & Design scale emphasizes visual creativity and spatial visualization. The scale includes some appreciation for fine art such as sculpture and photography but overall leans toward creative activities with applied or commercial purposes. People with scores of “High Interest” or “Very High Interest” on the Visual Arts & Design scale are likely to include medical illustrators, architects, photographers, art teachers, technical writers, graphic designers, and interior designers. These people often prefer academic learning environments.

**Performing Arts.** People who score high on the Performing Arts scale enjoy participating in a wide range of performance activities or being part of the audience that enjoys watching others perform. Performing Arts is a central feature of the Artistic Theme, along with the expected content of Visual Arts & Design, Culinary Arts, and Writing & Mass Commu-

nication. Although the verbal-linguistic content of the Writing & Mass Communication scale might not be expected within the A Theme, in fact all these areas are correlated. Thus, it is not unusual to have either all high or all low scores across all these areas. People with high or very high scores typically include art teachers, editors, English teachers, broadcast journalists, ESL instructors, and musicians.

**Writing & Mass Communication.** The Writing & Mass Communication scale measures interest in literature, reading, and language from the perspectives of appreciation and creation. High scorers often are comfortable in academic learning environments. People with scores of “High Interest” or “Very High Interest” on the scale are often in occupations with a verbal-linguistic orientation, such as English teachers, reporters, public relations directors, technical writers, sociologists, religious/spiritual leaders, translators, editors, and ESL instructors.

**Culinary Arts.** The Culinary Arts scale measures interest in cooking and entertaining. People with scores of “High Interest” or “Very High Interest” on the Culinary Arts scale are likely to include chefs, dietitians, food service managers, and restaurant managers. These people may enjoy demonstrating new cooking techniques, preparing decorative food displays, and planning menus.

## Social BISs

The six BISs in the Social Theme are Counseling & Helping, Teaching & Education, Human Resources & Training, Social Sciences, Religion & Spirituality, and Healthcare Services.

**Counseling & Helping.** The Counseling & Helping scale reflects an interest in helping others. A high score on this scale indicates a humanistic, altruistic interest in working with and helping people. High scorers are likely to score toward the “Works with people” pole of the Work Style PSS and the “Directs others” pole of the Leadership Style PSS. Counseling & Helping is correlated highly with most of the other Social BISs. Therefore, people with high scores on this BIS may be expected to also score high on BISs such as Teaching & Education, Human Resources & Training, Social Sciences, and Religion & Spirituality. People with scores of “High Interest” or “Very High Interest” on this scale typically include school counselors, religious/spiritual leaders, special education teachers, community service directors, rehabilitation counselors, nursing home administrators, recreation therapists, and registered nurses.

**Teaching & Education.** Educators representing a wide range of disciplines score high on the Teaching & Education scale, including elementary school teachers, school coun-

selors, school administrators, and special education teachers. People with high scores on the Teaching & Education scale often score high on several of the PSSs, indicating preferences for working with people, academic learning environments, and directing others, as would be expected.

**Human Resources & Training.** The Human Resources & Training scale measures interest in developing and training people, as well as managing and directing the employment activities of an organization. High scores on this scale are usually accompanied by high scores on the Management BIS. People with scores of “High Interest” or “Very High Interest” on the Human Resources & Training scale typically include human resources managers, school administrators, nursing home administrators, rehabilitation counselors, school counselors, and operations managers. They often show a preference for the “Directs others” pole of the Leadership Style scale and the “Accomplishes tasks as part of a team” pole of the Team Orientation scale.

**Social Sciences.** The Social Sciences scale measures interest in the study of people, groups, society, and cultures. Interests typically include research and teaching. People with high scores on the Social Sciences BIS are likely to include sociologists, ESL instructors, school counselors, urban and regional planners, public administrators, rehabilitation counselors, religious/spiritual leaders, elected public officials, and attorneys. These people tend to prefer academic learning environments and score toward the “Directs others” pole of the Leadership Style scale.

**Religion & Spirituality.** The Religion & Spirituality scale reflects an interest in spiritual or religious concerns, especially through organized activities. This BIS involves attending to people’s spiritual, personal, and emotional needs. People with scores of “High Interest” or “Very High Interest” on the Religion & Spirituality scale in past samples have been directly involved with the clergy. Interestingly, rehabilitation counselors and school counselors may also have “High Interest” scores on this scale. Additionally, some teachers, including English teachers, may also have high scores.

**Healthcare Services.** The Healthcare Services scale focuses on providing service and aid to sick people in medical settings. Usually respondents who score high on the I Theme will not score high on Healthcare Services if they also score low on the S Theme. People with scores of “High Interest” or “Very High Interest” on this scale are likely to include emergency medical technicians, athletic trainers, registered nurses, respiratory therapists, physical therapists, radiologic technologists, occupational therapists, and chiropractors. While people who score high on the Healthcare Services scale generally

want to have close contact with patients, those who score high only on the Science and Medical Science scales typically are more research and laboratory oriented and have less direct interest in patients.

## Enterprising BISs

The six BISs in the Enterprising Theme are Marketing & Advertising, Sales, Management, Entrepreneurship, Politics & Public Speaking, and Law.

**Marketing & Advertising.** The Marketing & Advertising scale measures interest in marketing activities, including research and the development of advertising campaigns for products or services. High scorers are typically employed as marketing managers, purchasing agents, technical sales representatives, sales managers, realtors, operations managers, and restaurant managers. These people also commonly score high on the Sales, Management, and Entrepreneurship BISs. Often, they prefer working with people and accomplishing tasks as part of a team.

**Sales.** The Sales scale measures interest in selling products or services, or working with salespeople. Those with high scores on this scale like to take their product to others without prior invitation. They can handle the rejection that often occurs in these situations and will keep calling on new customers until they make a sale. Those who score high on the Sales scale and also score high on the Counseling & Helping or Religion & Spirituality scale typically cannot sell simply for the sake of selling; rather, they have high ideals and need to believe that the product they are selling will benefit the buyer. People with scores of “High Interest” or “Very High Interest” on the Sales scale typically score toward the “Practical” pole of the Learning Environment scale and prefer practical learning settings. People with high scores on the Sales scale are commonly employed in the prototypic sales occupations of realtor, sales manager, and life insurance agent.

**Management.** The Management scale measures interest in authority and power and in supervising, organizing, leading, or directing others. High scorers typically score toward the “Directs others” pole of the Leadership Style scale and toward the “Accomplishes tasks as a team” pole of the Team Orientation scale. Although these activities most frequently occur in traditional enterprising environments such as business, industrial, and manufacturing settings, managers who score high on this scale may also be found in schools, colleges, hospitals, social services agencies, government offices, and research laboratories. People with scores of “High Interest” or “Very High Interest” on the Management scale are likely to

include operations managers, nursing home administrators, school administrators, human resources managers, realtors, purchasing agents, restaurant managers, elected public officials, and facilities managers.

**Entrepreneurship.** The Entrepreneurship scale measures interest in developing and managing new business opportunities. People who typically have scores of “High Interest” or “Very High Interest” include operations managers, technical sales representatives, realtors, purchasing agents, sales managers, and human resources managers. These people often enjoy being self-employed, taking chances, and making decisions, and they typically score toward the “Directs others” pole of the Leadership Style scale.

**Politics & Public Speaking.** The Politics & Public Speaking scale measures interest in public affairs, persuading others through verbal activities, being in the limelight, influencing people’s thoughts and viewpoints, and a preference for oral communication. People who often score highest on the scale are those involved in persuading others and making public presentations: elected public officials, public administrators, and public relations directors. Also scoring quite high are attorneys and people in high school occupations, such as school counselors, school administrators, and English teachers.

**Law.** The Law scale measures interest in debating, persuading, and arguing points of view, but it focuses on legal activities. High scorers on the Law BIS are likely to score toward the “Directs others” pole of the Leadership Style scale, the “Works with ideas/data/things” pole of the Work Style scale, and the “Takes chances” pole of the Risk Taking scale. People with scores of “High Interest” or “Very High Interest” on the Law scale typically include elected public officials, attorneys, public administrators, school administrators, and human resources managers. These people may enjoy debating public policy, applying the law, and studying legal proceedings.

## Conventional BISs

The four BISs in the Conventional Theme are Office Management, Taxes & Accounting, Programming & Information Systems, and Finance & Investing.

**Office Management.** This scale measures interest in office coordination activities and supervision. Such activities typically include organizing office records and files, operating office machinery, managing and ordering inventory, reconciling bills, preparing agendas and schedules, and overseeing office staff. People with scores of “High Interest” or “Very



High Interest” are likely to include administrative assistants, business education teachers, facilities managers, health information specialists, nursing home administrators, purchasing agents, food service managers, and credit managers. Often high scores on the Office Management scale are associated with low scores on the Risk Taking and Learning Environment scales, indicating preferences for playing it safe and learning in practical, hands-on situations.

**Taxes & Accounting.** The Taxes & Accounting scale measures interest in financial accounting and tax preparation. People with scores of “High Interest” or “Very High Interest” on this scale are likely to include accountants, actuaries, mathematics teachers, network administrators, financial managers, credit managers, and computer scientists. Those with high scores on this BIS enjoy analyzing accounting records and financial statements, maintaining budgets, working with numbers and spreadsheets, computing taxes, and preparing forms. Therefore, they can be expected to score high on the Mathematics BIS and toward the “Works with ideas/data/ things” pole of the Work Style scale.

**Programming & Information Systems.** This BIS measures interest in the use of computers, managing information, and developing software and includes activities such as programming Web sites, developing computer programs to store data and information, updating computer software, and producing coding language from project specifications, problems, and procedures. People who score high on the Programming & Information Systems scale typically include technical support specialists, network administrators, computer scientists, software developers, computer systems analysts, engineers, physicists, and actuaries. Usually, these people tend to prefer leading by example and working with ideas, data, or things. High scorers will likely also score high on the Computer Hardware & Electronics BIS.

**Finance & Investing.** The Finance & Investing scale measures interest in managing money and investments. It emphasizes things such as analysis of financial data, interpretation of factors affecting investment programs, financial planning and budgeting, and buying and selling securities. People who score high on this scale typically include financial managers, purchasing agents, realtors, financial analysts, credit managers, and operations managers. Most often high scorers have a preference for taking chances and working with ideas, data, or things. They may also score high on the Taxes & Accounting and Mathematics scales, as well as some of the Enterprising BISs.

## INTERNATIONAL SAMPLE NORMS OF THE BISs

The standardized scores for each of the 30 BISs are presented in Table 14. Means, standard deviations, and interpretive categories are listed for women and men. For each scale, the mean and standard deviation were set at 50 and 10, respectively. The interpretive categories are based on the 2004 General Representative Sample (GRS). Refer to the *Strong Interest Inventory*® Manual (Donnay et al., 2005) for a description of this sample.

International Sample results were generally similar to those reported for the GRS. A few differences between the two samples include a lower mean score for women on the Religion & Spirituality scale, higher mean scores for men on the Computer Hardware & Electronics and Sales scales, and higher means for both women and men on the Office Management scale. Additionally, the means for both women and men in the International Sample were slightly higher for all BISs grouped under the Investigative GOT.

Some of the noteworthy differences found when looking at each of the international language samples separately include a higher mean score on the Programming & Information Systems scale for men in the Latin American Spanish sample, a higher mean score on the Research scale for men in the Latin American Spanish sample, and higher mean scores on the Office Management BIS for both women and men in all samples.

## RELIABILITY OF THE BISs

Cronbach’s alpha and test-retest reliabilities were also used to examine the reliability of the BISs. Results are presented in Table 15. Cronbach’s alphas ranged from .82 to .93, with a median of .89. As reported in the *Strong* manual (Donnay et al., 2005), the internal consistency of the BISs in the International Sample was somewhat smaller, ranging from .80 to .92, with a median of .87. The test-retest reliability correlations for the International Sample ranged from .73 to .84, with one to seven weeks between first and second administrations; correlations reported in the *Strong* manual ranged from .74 to .93. While the test-retest correlations were somewhat lower in the International Sample, they are considered acceptable levels of reliability for an instrument (Murphy & Davidshofer, 2005).

**TABLE 14. BIS MEANS, STANDARD DEVIATIONS, AND INTERPRETIVE BOUNDARIES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	Gender	Mean	SD	Standard Score Boundaries				
				Very Little (0–10)	Little (11–25)	Average (26–75)	High (76–90)	Very High (91–100)
<i><b>Realistic</b></i>								
Mechanics & Construction	Women	47.62	9.04	32–34	35–39	40–51	52–57	58–79
	Men	55.50	9.28	32–42	43–48	49–61	62–66	67–79
Computer Hardware & Electronics	Women	48.72	9.71	34–34	35–38	39–53	54–59	60–75
	Men	57.66	9.54	34–41	42–46	47–60	61–65	66–75
Military	Women	47.01	10.08	36–36	37–40	41–52	53–57	58–79
	Men	53.43	11.55	36–41	42–47	48–61	62–68	69–79
Protective Services	Women	48.88	10.18	31–34	35–40	41–55	56–61	62–79
	Men	51.96	9.93	31–40	41–46	47–59	60–65	66–79
Nature & Agriculture	Women	49.36	10.12	29–34	35–41	42–56	57–63	64–74
	Men	52.07	9.63	29–39	40–45	46–59	60–64	65–74
Athletics	Women	45.65	9.25	31–35	36–40	41–54	55–60	61–73
	Men	51.98	9.94	31–38	39–46	47–61	62–66	67–73
<i><b>Investigative</b></i>								
Science	Women	50.26	10.59	31–35	36–40	41–56	57–61	62–76
	Men	53.95	9.94	31–38	39–45	46–60	61–64	65–76
Research	Women	50.01	11.38	24–35	36–41	42–56	57–61	62–80
	Men	54.46	10.81	24–40	41–45	46–58	59–63	64–80
Medical Science	Women	51.88	10.97	32–36	37–42	43–57	58–64	65–79
	Men	52.01	10.19	32–36	37–43	44–57	58–63	64–79
Mathematics	Women	49.09	10.44	34–35	36–40	41–55	56–62	63–74
	Men	53.79	9.45	34–38	39–45	46–59	60–65	66–74



**TABLE 14. BIS MEANS, STANDARD DEVIATIONS, AND INTERPRETIVE BOUNDARIES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE CONT'D**

Basic Interest Scale	Gender	Mean	SD	Standard Score Boundaries				
				Very Little (0–10)	Little (11–25)	Average (26–75)	High (76–90)	Very High (91–100)
<i>Artistic</i>								
Visual Arts & Design	Women	49.84	10.58	28–36	37–43	44–59	60–64	65–72
	Men	49.97	9.36	28–36	37–42	43–57	58–61	62–72
Performing Arts	Women	50.75	10.49	25–38	39–45	46–60	61–65	66–74
	Men	48.48	9.97	25–36	37–42	43–55	56–61	62–74
Writing & Mass Communication	Women	51.33	9.83	28–35	36–43	44–60	61–64	65–72
	Men	50.42	8.99	28–36	37–42	43–56	57–62	63–72
Culinary Arts	Women	52.93	9.84	22–38	39–45	46–59	60–64	65–67
	Men	50.86	9.83	22–35	36–41	42–56	57–61	62–67
<i>Social</i>								
Counseling & Helping	Women	52.05	10.62	23–39	40–45	46–59	60–65	66–77
	Men	49.50	10.04	23–34	35–41	42–55	56–60	61–77
Teaching & Education	Women	52.78	11.60	28–37	38–43	44–58	59–65	66–78
	Men	51.15	10.89	28–36	37–42	43–56	57–61	62–78
Human Resources & Training	Women	48.54	11.50	21–37	38–43	44–58	59–64	65–72
	Men	49.46	10.69	21–37	38–43	44–56	57–61	62–72
Social Sciences	Women	48.37	11.03	25–37	38–44	45–57	58–64	65–75
	Men	49.68	10.51	25–37	38–43	44–57	58–62	63–75
Religion & Spirituality	Women	45.38	9.05	34–37	38–43	44–57	58–64	65–75
	Men	46.38	9.57	34–36	37–41	42–58	59–64	65–75
Healthcare Services	Women	53.62	11.69	33–37	38–42	43–59	60–65	66–83
	Men	52.21	10.40	33–37	38–42	43–55	56–61	62–83

**TABLE 14. BIS MEANS, STANDARD DEVIATIONS, AND INTERPRETIVE BOUNDARIES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE CONT'D**

Basic Interest Scale	Gender	Mean	SD	Standard Score Boundaries				
				Very Little (0–10)	Little (11–25)	Average (26–75)	High (76–90)	Very High (91–100)
<i><b>Enterprising</b></i>								
Marketing & Advertising	Women	49.20	10.83	24–36	37–44	45–59	60–64	65–75
	Men	50.51	10.29	24–36	37–43	44–56	57–61	62–75
Sales	Women	51.96	10.97	34–37	38–41	42–55	56–62	63–87
	Men	55.36	11.11	34–37	38–42	43–59	60–66	67–87
Management	Women	50.25	11.24	25–36	37–42	43–56	57–61	62–78
	Men	53.21	10.66	25–38	39–45	46–58	59–63	64–78
Entrepreneurship	Women	46.10	11.94	17–35	36–43	44–56	57–61	62–76
	Men	49.14	10.60	17–37	38–45	46–58	59–63	64–76
Politics & Public Speaking	Women	47.19	10.13	31–35	36–41	42–54	55–61	62–75
	Men	51.98	9.96	31–40	41–46	47–59	60–65	66–75
Law	Women	49.02	10.29	33–35	36–41	42–57	58–63	64–71
	Men	50.23	9.55	33–37	38–42	43–58	59–63	64–71
<i><b>Conventional</b></i>								
Office Management	Women	57.29	11.16	31–38	39–44	45–60	61–68	69–84
	Men	55.33	10.04	31–37	38–41	42–53	54–59	60–84
Taxes & Accounting	Women	50.57	10.94	34–35	36–40	41–57	58–64	65–78
	Men	54.07	9.97	34–38	39–44	45–57	58–64	65–78
Programming & Information Systems	Women	49.73	10.73	28–34	35–41	42–56	57–63	64–75
	Men	55.68	10.09	28–39	40–46	47–59	60–64	65–75
Finance & Investing	Women	45.93	10.56	28–36	37–41	42–55	56–60	61–75
	Men	50.89	10.58	28–38	39–46	47–60	61–65	66–75

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Numbers in parentheses under categories are percentiles.

**TABLE 15. BIS RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.90	.78	52.97	10.23	53.87	10.00
Computer Hardware & Electronics	.93	.79	55.45	10.02	55.13	9.46
Military	.92	.77	50.86	11.38	51.55	11.15
Protective Services	.82	.78	50.45	10.41	51.19	10.02
Nature & Agriculture	.91	.77	52.00	9.99	52.16	9.65
Athletics	.91	.84	50.27	10.58	50.65	10.16
Science	.89	.76	53.23	9.99	53.93	9.15
Research	.87	.75	54.82	11.33	54.54	10.66
Medical Science	.87	.77	52.41	10.34	53.67	10.08
Mathematics	.92	.76	53.45	9.72	53.19	9.59
Visual Arts & Design	.90	.77	50.49	9.81	51.21	9.46
Performing Arts	.87	.84	49.93	10.19	50.32	9.84
Writing & Mass Communication	.88	.80	51.47	9.50	51.43	9.00
Culinary Arts	.87	.80	51.86	9.90	50.97	10.45
Counseling & Helping	.86	.79	51.58	10.74	51.29	10.42
Teaching & Education	.91	.79	53.28	11.69	53.49	11.09
Human Resources & Training	.88	.80	49.73	11.78	49.01	11.17
Social Sciences	.85	.73	50.42	10.55	50.13	10.40
Religion & Spirituality	.91	.79	47.17	10.03	48.00	9.85
Healthcare Services	.88	.77	53.43	11.01	54.33	10.53
Marketing & Advertising	.87	.79	50.54	11.05	50.33	10.50
Sales	.90	.81	54.33	12.15	54.95	12.15
Management	.85	.81	52.98	12.00	52.27	10.99
Entrepreneurship	.88	.77	48.88	11.73	47.66	11.36
Politics & Public Speaking	.91	.84	50.69	10.77	50.75	10.55
Law	.92	.80	49.59	10.38	49.85	9.99
Office Management	.85	.80	57.61	11.23	57.72	11.23
Taxes & Accounting	.87	.80	54.02	10.42	53.73	10.11
Programming & Information Systems	.90	.78	55.00	10.36	54.34	10.19
Finance & Investing	.89	.78	50.09	11.42	50.24	10.88

Note: Cronbach's alpha  $N = 3,562$ , test-retest  $n = 309$ ; time between administrations = 1–7 weeks.

In looking at the reliability coefficients for the five language samples individually, we see that alphas ranged from .80 for the Protective Services scale (French) and the Office Management scale (Latin American Spanish) to .94 for the Computer Hardware & Electronics scale (French) and the Military scale (Latin American Spanish). Thus, all samples are internally consistent, as they reach moderate to high levels of reliability (Murphy & Davidshofer, 2005). Test-retest reliability coefficients ranged from .45 for the Entrepreneurship scale (European Spanish) to .92 for the Performing Arts scale (Latin American Spanish). Refer to appendixes A–E for all reliability coefficients listed by language.

## VALIDITY OF THE BISs

The relationships between the 30 BISs (i.e., the intercorrelations between the scales) were examined, as were the relationships between the BISs and other scales of the *Strong* assessment (i.e., the correlations between the BISs and the GOTs and between the BISs and the OSs). The following sections present these findings.

### Intercorrelations Between the BISs

Table 16 shows the intercorrelations between each of the six BISs. These correlations are shown for both women and men in Table 17. Again, while the correlations are somewhat larger

for the International Sample, the pattern of relationships is very similar to that reported for the GRS (Donnay et al., 2005). The strongest relationship between BISs in the International Sample and in the GRS, for both women and men, was that between the Programming & Information Systems BIS and the Computer Hardware & Electronics BIS. The largest differences between BISs in the International Sample and in the GRS were found in the Writing & Mass Communication BIS correlated with the Office Management BIS for women and the Performing Arts BIS correlated with the Protective Services BIS for men. In both instances, the relationship was stronger in the International Sample.

The pattern of relationships between BISs for each of the five language groups was also very similar to that in the GRS. Some of the more notable differences were found between the French women sample and the GRS and between the German men sample and the GRS. Specifically, French women had a relatively stronger relationship between the Mechanics & Construction BIS and the Sales BIS, as well as between the Mechanics & Construction BIS and the Religion & Spirituality BIS. German men had a stronger relationship between the Writing & Mass Communication BIS and the Mechanics & Construction BIS. Differences were also found between the Performing Arts BIS and the Protective Services BIS, with German men having a moderately stronger relationship between scales than the GRS.

**TABLE 16. INTERCORRELATIONS BETWEEN THE BISs IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.73	.54	.57	.57	.52	.63	.62	.48	.59	.53	.28	.30	.20	.28
2. Computer Hardware & Electronics	.73	—	.43	.44	.38	.41	.54	.60	.38	.57	.34	.18	.23	.10	.20
3. Military	.54	.43	—	.74	.42	.51	.43	.44	.42	.37	.26	.22	.22	.16	.24
4. Protective Services	.57	.44	.74	—	.54	.55	.54	.54	.67	.38	.44	.40	.41	.26	.48
5. Nature & Agriculture	.57	.38	.42	.54	—	.46	.55	.50	.50	.35	.56	.44	.39	.40	.44
6. Athletics	.52	.41	.51	.55	.46	—	.43	.47	.42	.40	.40	.37	.36	.24	.34
7. Science	.63	.54	.43	.54	.55	.43	—	.72	.70	.59	.52	.39	.37	.23	.36
8. Research	.62	.60	.44	.54	.50	.47	.72	—	.57	.71	.54	.44	.56	.30	.50
9. Medical Science	.48	.38	.42	.67	.50	.42	.70	.57	—	.40	.46	.42	.38	.26	.54
10. Mathematics	.59	.57	.37	.38	.35	.40	.59	.71	.40	—	.35	.23	.30	.11	.27
11. Visual Arts & Design	.53	.34	.26	.44	.56	.40	.52	.54	.46	.35	—	.71	.66	.40	.47
12. Performing Arts	.28	.18	.22	.40	.44	.37	.39	.44	.42	.23	.71	—	.66	.43	.53
13. Writing & Mass Communication	.30	.23	.22	.41	.39	.36	.37	.56	.38	.30	.66	.66	—	.34	.55
14. Culinary Arts	.20	.10	.16	.26	.40	.24	.23	.30	.26	.11	.40	.43	.34	—	.38
15. Counseling & Helping	.28	.20	.24	.48	.44	.34	.36	.50	.54	.27	.47	.53	.55	.38	—
16. Teaching & Education	.30	.24	.23	.41	.39	.41	.38	.46	.47	.34	.47	.52	.52	.35	.65
17. Human Resources & Training	.35	.32	.33	.44	.35	.38	.32	.59	.38	.38	.41	.43	.53	.40	.66
18. Social Sciences	.42	.34	.35	.51	.50	.44	.54	.69	.51	.47	.61	.59	.66	.34	.68
19. Religion & Spirituality	.34	.24	.36	.39	.39	.34	.33	.39	.38	.29	.39	.48	.39	.19	.54
20. Healthcare Services	.41	.28	.39	.66	.50	.40	.54	.43	.83	.30	.40	.39	.35	.29	.59
21. Marketing & Advertising	.42	.37	.35	.44	.39	.41	.30	.60	.32	.37	.49	.45	.53	.44	.51
22. Sales	.50	.39	.41	.49	.40	.47	.33	.49	.37	.40	.37	.33	.38	.29	.42
23. Management	.44	.37	.41	.49	.34	.42	.37	.60	.40	.44	.38	.36	.47	.36	.48
24. Entrepreneurship	.37	.41	.30	.36	.36	.35	.29	.58	.25	.37	.41	.38	.43	.39	.39
25. Politics & Public Speaking	.37	.30	.41	.44	.33	.44	.36	.59	.33	.39	.41	.45	.57	.27	.48
26. Law	.37	.28	.44	.57	.30	.38	.37	.50	.47	.35	.36	.35	.51	.24	.49
27. Office Management	.30	.37	.25	.37	.25	.26	.26	.48	.30	.45	.29	.30	.45	.22	.40
28. Taxes & Accounting	.49	.50	.35	.36	.28	.37	.41	.59	.34	.79	.23	.16	.25	.11	.26
29. Programming & Information Systems	.57	.84	.34	.40	.34	.38	.49	.65	.35	.58	.43	.29	.40	.16	.29
30. Finance & Investing	.46	.45	.44	.43	.33	.46	.39	.63	.34	.55	.35	.31	.36	.25	.32

**TABLE 16. INTERCORRELATIONS BETWEEN THE BISs IN THE INTERNATIONAL SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.30	.35	.42	.34	.41	.42	.50	.44	.37	.37	.37	.30	.49	.57	.46
2. Computer Hardware & Electronics	.24	.32	.34	.24	.28	.37	.39	.37	.41	.30	.28	.37	.50	.84	.45
3. Military	.23	.33	.35	.36	.39	.35	.41	.41	.30	.41	.44	.25	.35	.34	.44
4. Protective Services	.41	.44	.51	.39	.66	.44	.49	.49	.36	.44	.57	.37	.36	.40	.43
5. Nature & Agriculture	.39	.35	.50	.39	.50	.39	.40	.34	.36	.33	.30	.25	.28	.34	.33
6. Athletics	.41	.38	.44	.34	.40	.41	.47	.42	.35	.44	.38	.26	.37	.38	.46
7. Science	.38	.32	.54	.33	.54	.30	.33	.37	.29	.36	.37	.26	.41	.49	.39
8. Research	.46	.59	.69	.39	.43	.60	.49	.60	.58	.59	.50	.48	.59	.65	.63
9. Medical Science	.47	.38	.51	.38	.83	.32	.37	.40	.25	.33	.47	.30	.34	.35	.34
10. Mathematics	.34	.38	.47	.29	.30	.37	.40	.44	.37	.39	.35	.45	.79	.58	.55
11. Visual Arts & Design	.47	.41	.61	.39	.40	.49	.37	.38	.41	.41	.36	.29	.23	.43	.35
12. Performing Arts	.52	.43	.59	.48	.39	.45	.33	.36	.38	.45	.35	.30	.16	.29	.31
13. Writing & Mass Communication	.52	.53	.66	.39	.35	.53	.38	.47	.43	.57	.51	.45	.25	.40	.36
14. Culinary Arts	.35	.40	.34	.19	.29	.44	.29	.36	.39	.27	.24	.22	.11	.16	.25
15. Counseling & Helping	.65	.66	.68	.54	.59	.51	.42	.48	.39	.48	.49	.40	.26	.29	.32
16. Teaching & Education	—	.55	.57	.45	.52	.41	.41	.47	.31	.41	.40	.42	.31	.33	.29
17. Human Resources & Training	.55	—	.62	.38	.37	.72	.57	.82	.61	.60	.56	.54	.43	.41	.55
18. Social Sciences	.57	.62	—	.49	.45	.57	.46	.56	.46	.71	.59	.44	.41	.44	.52
19. Religion & Spirituality	.45	.38	.49	—	.41	.38	.42	.36	.27	.43	.34	.32	.29	.25	.35
20. Healthcare Services	.52	.37	.45	.41	—	.31	.41	.36	.18	.26	.39	.35	.28	.27	.23
21. Marketing & Advertising	.41	.72	.57	.38	.31	—	.74	.72	.77	.60	.51	.55	.45	.46	.66
22. Sales	.41	.57	.46	.42	.41	.74	—	.63	.54	.49	.48	.54	.50	.42	.62
23. Management	.47	.82	.56	.36	.36	.72	.63	—	.65	.63	.59	.56	.51	.42	.66
24. Entrepreneurship	.31	.61	.46	.27	.18	.77	.54	.65	—	.50	.44	.44	.43	.49	.67
25. Politics & Public Speaking	.41	.60	.71	.43	.26	.60	.49	.63	.50	—	.62	.35	.39	.36	.59
26. Law	.40	.56	.59	.34	.39	.51	.48	.59	.44	.62	—	.45	.46	.33	.53
27. Office Management	.42	.54	.44	.32	.35	.55	.54	.56	.44	.35	.45	—	.62	.55	.47
28. Taxes & Accounting	.31	.43	.41	.29	.28	.45	.50	.51	.43	.39	.46	.62	—	.52	.68
29. Programming & Information Systems	.33	.41	.44	.25	.27	.46	.42	.42	.49	.36	.33	.55	.52	—	.49
30. Finance & Investing	.29	.55	.52	.35	.23	.66	.62	.66	.67	.59	.53	.47	.68	.49	—

Note: N = 3,562.



**TABLE 17. INTERCORRELATIONS BETWEEN THE BISSs FOR WOMEN AND MEN  
IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.69	.52	.59	.58	.54	.63	.59	.51	.55	.59	.37	.35	.22	.34
2. Computer Hardware & Electronics	.66	—	.41	.46	.39	.41	.52	.59	.43	.56	.40	.29	.32	.13	.29
3. Military	.45	.31	—	.73	.38	.53	.43	.42	.44	.35	.27	.27	.25	.15	.26
4. Protective Services	.53	.38	.73	—	.51	.57	.55	.55	.68	.37	.43	.41	.41	.22	.48
5. Nature & Agriculture	.56	.32	.42	.55	—	.47	.54	.49	.45	.33	.58	.47	.39	.37	.43
6. Athletics	.38	.23	.41	.50	.42	—	.46	.46	.45	.36	.43	.45	.34	.27	.39
7. Science	.62	.52	.38	.50	.54	.34	—	.71	.70	.56	.52	.41	.37	.20	.35
8. Research	.61	.57	.40	.51	.49	.42	.71	—	.56	.69	.54	.46	.56	.29	.50
9. Medical Science	.54	.39	.44	.67	.56	.42	.71	.61	—	.39	.39	.35	.31	.19	.50
10. Mathematics	.56	.52	.30	.35	.34	.35	.59	.71	.44	—	.32	.23	.28	.12	.27
11. Visual Arts & Design	.57	.34	.27	.47	.56	.41	.55	.56	.56	.40	—	.71	.63	.37	.41
12. Performing Arts	.33	.22	.27	.43	.45	.40	.42	.49	.50	.31	.73	—	.63	.40	.47
13. Writing & Mass Communication	.34	.24	.25	.44	.41	.45	.41	.60	.48	.37	.70	.69	—	.29	.50
14. Culinary Arts	.31	.19	.25	.35	.47	.30	.31	.37	.34	.16	.45	.46	.39	—	.32
15. Counseling & Helping	.39	.26	.32	.53	.51	.43	.44	.58	.61	.35	.57	.59	.61	.44	—
16. Teaching & Education	.38	.27	.26	.46	.46	.48	.45	.56	.56	.42	.58	.60	.63	.37	.72
17. Human Resources & Training	.39	.32	.35	.46	.38	.40	.34	.62	.43	.40	.43	.44	.54	.45	.68
18. Social Sciences	.40	.27	.34	.50	.51	.44	.54	.69	.57	.48	.62	.62	.69	.39	.76
19. Religion & Spirituality	.30	.17	.37	.41	.38	.31	.32	.39	.44	.30	.40	.53	.43	.23	.60
20. Healthcare Services	.50	.32	.44	.71	.57	.44	.57	.51	.83	.36	.54	.51	.47	.37	.67
21. Marketing & Advertising	.44	.35	.35	.46	.40	.43	.31	.62	.40	.38	.48	.46	.54	.47	.58
22. Sales	.47	.31	.34	.47	.39	.44	.29	.48	.41	.39	.39	.37	.42	.33	.50
23. Management	.43	.32	.38	.46	.35	.40	.35	.60	.45	.44	.40	.38	.48	.42	.53
24. Entrepreneurship	.38	.40	.28	.36	.35	.36	.30	.60	.32	.38	.38	.38	.42	.45	.45
25. Politics & Public Speaking	.26	.14	.34	.42	.30	.39	.33	.58	.39	.36	.43	.50	.61	.35	.59
26. Law	.37	.21	.43	.57	.35	.40	.39	.52	.52	.37	.42	.41	.53	.31	.56
27. Office Management	.42	.46	.30	.48	.35	.38	.37	.58	.44	.55	.41	.39	.52	.28	.53
28. Taxes & Accounting	.47	.44	.31	.37	.30	.37	.41	.59	.41	.77	.30	.26	.33	.17	.38
29. Programming & Information Systems	.51	.83	.27	.37	.29	.29	.49	.63	.38	.57	.43	.32	.40	.23	.34
30. Finance & Investing	.39	.33	.37	.40	.30	.42	.35	.61	.39	.52	.35	.34	.39	.31	.40

**TABLE 17. INTERCORRELATIONS BETWEEN THE BISSs FOR WOMEN AND MEN  
IN THE INTERNATIONAL SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.34	.34	.46	.39	.45	.43	.51	.42	.33	.36	.38	.32	.47	.54	.45
2. Computer Hardware & Electronics	.32	.34	.40	.31	.36	.40	.42	.38	.38	.31	.33	.44	.52	.84	.48
3. Military	.27	.33	.36	.34	.41	.34	.43	.41	.26	.40	.45	.27	.34	.31	.43
4. Protective Services	.40	.43	.51	.36	.66	.42	.49	.49	.34	.43	.57	.32	.33	.39	.42
5. Nature & Agriculture	.36	.33	.48	.38	.46	.38	.38	.32	.35	.31	.25	.21	.24	.35	.31
6. Athletics	.44	.38	.45	.36	.45	.40	.46	.40	.31	.40	.36	.25	.31	.35	.41
7. Science	.35	.31	.54	.33	.55	.29	.33	.35	.26	.33	.35	.22	.39	.45	.38
8. Research	.42	.58	.70	.39	.41	.58	.46	.57	.55	.57	.49	.46	.57	.63	.62
9. Medical Science	.40	.33	.46	.32	.83	.26	.35	.37	.20	.29	.42	.20	.30	.36	.32
10. Mathematics	.33	.36	.45	.28	.30	.36	.38	.42	.33	.35	.33	.43	.79	.54	.54
11. Visual Arts & Design	.39	.40	.60	.38	.30	.49	.36	.37	.43	.42	.32	.21	.19	.45	.36
12. Performing Arts	.45	.43	.58	.45	.30	.46	.34	.38	.42	.48	.32	.21	.12	.35	.36
13. Writing & Mass Communication	.43	.53	.65	.36	.25	.53	.38	.47	.45	.58	.50	.39	.20	.46	.38
14. Culinary Arts	.31	.38	.31	.17	.22	.43	.29	.34	.39	.27	.20	.15	.10	.17	.26
15. Counseling & Helping	.59	.65	.65	.51	.53	.48	.40	.48	.39	.48	.46	.29	.22	.34	.32
16. Teaching & Education	—	.52	.50	.40	.45	.36	.38	.45	.29	.39	.35	.31	.26	.34	.28
17. Human Resources & Training	.60	—	.62	.37	.32	.72	.56	.82	.61	.60	.55	.51	.40	.42	.56
18. Social Sciences	.66	.62	—	.46	.38	.57	.46	.57	.47	.70	.55	.38	.37	.47	.54
19. Religion & Spirituality	.52	.39	.52	—	.34	.36	.41	.34	.28	.44	.29	.24	.24	.28	.37
20. Healthcare Services	.61	.46	.55	.51	—	.23	.39	.32	.14	.21	.34	.22	.24	.28	.22
21. Marketing & Advertising	.49	.73	.57	.39	.43	—	.73	.72	.78	.59	.50	.52	.42	.48	.66
22. Sales	.47	.59	.45	.42	.49	.75	—	.62	.53	.48	.46	.53	.46	.43	.61
23. Management	.54	.83	.55	.36	.43	.73	.62	—	.64	.62	.59	.54	.48	.42	.67
24. Entrepreneurship	.36	.61	.45	.25	.27	.76	.53	.64	—	.49	.44	.44	.40	.48	.66
25. Politics & Public Speaking	.51	.63	.73	.43	.38	.61	.46	.62	.48	—	.60	.33	.35	.37	.60
26. Law	.48	.58	.63	.39	.46	.53	.49	.58	.42	.66	—	.42	.42	.36	.54
27. Office Management	.55	.60	.53	.42	.51	.61	.62	.63	.48	.45	.50	—	.60	.61	.48
28. Taxes & Accounting	.40	.46	.45	.33	.37	.48	.52	.53	.44	.39	.49	.71	—	.51	.67
29. Programming & Information Systems	.38	.40	.39	.21	.32	.44	.36	.39	.49	.25	.28	.61	.50	—	.50
30. Finance & Investing	.36	.55	.51	.33	.30	.66	.61	.64	.67	.53	.52	.54	.67	.40	—

Note:  $N = 3,562$ . For correlations above the diagonal, women  $n = 1,847$ ; below the diagonal, men  $n = 1,713$  (2 did not indicate gender).

## Relationship Between the BISs and the GOTs

As previously mentioned, the BISs focus on specific interest domains grouped under the General Occupational Themes. In most cases, BISs in the same categories correlate at least moderately with each other. Table 18 shows the intercorrelations between BISs and GOTs presented in RIASEC order for the overall group and separately by gender. The correlations found between the BISs and GOTs in the International Sample are consistent with those found in the GRS (Donnay et al., 2005). For instance, strong relationships were found between the Science BIS and the Investigative GOT, and between the Marketing & Advertising BIS and the Enterprising GOT. In both cases, very strong relationships were also found between these BISs and GOTs in the International Sample.

## Relationship Between the BISs and the OSs

As detailed in the 2005 *Strong* manual, one of the main purposes of developing the BISs was to improve upon the understanding of the OSs. Thus, it is expected that certain BISs will be related to certain OSs. For instance, one would expect people who score high on Computer Hardware & Electronics to also score high on OSs such as Computer Scientist, Network Administrator, Technical Support Specialist, and so on. Tables 19–48 illustrate the correlations between these two sets of scales. The 10 OSs with the strongest relationships with the BISs, as well as the 10 OSs with the weakest relationships with the BISs, are presented for women and men.

**TABLE 18. CORRELATIONS BETWEEN THE BISS AND THE GOTs FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	Realistic			Investigative			Artistic			Social			Enterprising			Conventional		
	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined
Mechanics & Construction	.88	.85	.89	.64	.65	.64	.49	.43	.40	.42	.44	.35	.46	.46	.47	.53	.53	.54
Computer Hardware & Electronics	.72	.68	.75	.57	.56	.57	.35	.25	.25	.36	.30	.26	.41	.34	.39	.69	.61	.65
Military	.69	.68	.72	.45	.42	.46	.29	.29	.26	.35	.37	.31	.40	.37	.40	.42	.38	.42
Protective Services	.73	.73	.72	.60	.56	.59	.46	.49	.46	.55	.58	.54	.47	.49	.49	.45	.51	.49
Nature & Agriculture	.74	.74	.72	.57	.59	.58	.57	.55	.55	.46	.54	.47	.39	.42	.42	.31	.38	.36
Athletics	.70	.58	.69	.48	.40	.46	.46	.45	.41	.49	.51	.44	.44	.47	.46	.40	.44	.44
Science	.65	.62	.65	.93	.94	.94	.49	.51	.48	.42	.48	.42	.33	.34	.35	.40	.47	.45
Research	.62	.62	.64	.82	.84	.83	.55	.56	.53	.54	.62	.54	.59	.63	.62	.64	.69	.67
Medical Science	.57	.61	.54	.77	.78	.77	.40	.57	.47	.55	.65	.59	.31	.44	.37	.36	.50	.42
Mathematics	.51	.51	.55	.70	.72	.72	.28	.35	.29	.36	.43	.36	.40	.43	.43	.63	.66	.65
Visual Arts & Design	.59	.56	.52	.54	.59	.56	.89	.90	.89	.46	.62	.52	.48	.48	.47	.32	.44	.37
Performing Arts	.48	.42	.36	.45	.49	.44	.87	.89	.88	.51	.64	.58	.48	.47	.46	.28	.39	.31
Writing & Mass Communication	.41	.40	.35	.42	.49	.44	.81	.85	.82	.53	.66	.59	.53	.55	.53	.40	.48	.42
Culinary Arts	.28	.40	.26	.23	.34	.26	.46	.54	.50	.37	.43	.40	.43	.49	.44	.18	.28	.21
Counseling & Helping	.41	.46	.34	.44	.54	.46	.52	.65	.58	.85	.89	.87	.50	.60	.53	.34	.50	.38
Teaching & Education	.40	.44	.35	.40	.54	.44	.50	.67	.58	.87	.90	.88	.42	.54	.46	.36	.52	.41
Human Resources & Training	.41	.46	.40	.40	.45	.42	.48	.49	.48	.73	.75	.73	.77	.78	.77	.55	.59	.56
Social Sciences	.53	.47	.48	.61	.64	.63	.67	.70	.68	.67	.77	.71	.60	.60	.60	.49	.55	.52
Religion & Spirituality	.45	.37	.39	.36	.38	.37	.46	.50	.47	.56	.66	.60	.41	.42	.41	.34	.41	.38
Healthcare Services	.53	.59	.48	.59	.62	.58	.33	.57	.44	.63	.75	.68	.28	.46	.35	.31	.49	.37
Marketing & Advertising	.48	.51	.47	.36	.41	.39	.53	.52	.52	.53	.62	.56	.92	.93	.92	.60	.65	.62

**TABLE 18. CORRELATIONS BETWEEN THE BISS AND THE GOTs FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE CONT'D**

	Realistic			Investigative			Artistic			Social			Enterprising			Conventional		
	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined	Women	Men	Combined
Basic Interest Scale																		
Sales	.55	.51	.54	.36	.36	.37	.39	.42	.39	.52	.59	.53	.83	.86	.85	.64	.67	.66
Management	.47	.48	.48	.42	.45	.45	.43	.43	.42	.62	.65	.61	.82	.82	.82	.62	.64	.64
Entrepreneurship	.41	.47	.45	.34	.42	.38	.46	.41	.43	.42	.45	.41	.81	.80	.81	.54	.57	.56
Politics & Public Speaking	.44	.34	.44	.40	.43	.43	.54	.55	.51	.51	.62	.52	.65	.65	.66	.47	.46	.48
Law	.43	.43	.42	.40	.45	.43	.39	.48	.42	.50	.59	.53	.56	.58	.57	.53	.55	.54
Office Management	.34	.46	.32	.29	.46	.34	.24	.44	.33	.41	.64	.52	.54	.65	.57	.85	.89	.84
Taxes & Accounting	.44	.45	.47	.50	.53	.52	.15	.28	.19	.32	.47	.36	.47	.54	.51	.82	.84	.83
Programming & Information Systems	.58	.56	.61	.52	.56	.55	.43	.37	.37	.40	.39	.35	.49	.43	.48	.76	.72	.75
Finance & Investing	.52	.46	.53	.46	.46	.48	.38	.36	.35	.40	.45	.38	.73	.72	.73	.77	.77	.77

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

**TABLE 19. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MECHANICS & CONSTRUCTION BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Engineering Technician	.85	Engineer	.84
Engineer	.78	Computer & IS Manager	.76
Network Administrator	.77	Network Administrator	.75
Electrician	.77	Engineering Technician	.74
Technical Support Specialist	.75	Software Developer	.74
Computer Programmer	.75	Medical Technologist	.72
Software Developer	.73	R&D Manager	.72
Computer Scientist	.72	Computer Programmer	.71
Firefighter	.69	Military Officer	.71
Urban & Regional Planner	.68	Computer/Mathematics Manager	.70
Photographer	-.17	Biologist	-.18
Financial Analyst	-.22	Broadcast Journalist	-.18
Mental Health Counselor	-.23	Mental Health Counselor	-.22
Broadcast Journalist	-.23	Farmer/Rancher	-.24
Speech Pathologist	-.25	Musician	-.26
Farmer/Rancher	-.28	Buyer	-.28
Production Worker	-.33	Advertising Account Manager	-.35
Advertising Account Manager	-.36	Graphic Designer	-.36
Artist	-.42	Artist	-.38
Buyer	-.50	Interior Designer	-.47

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 20. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN COMPUTER HARDWARE & ELECTRONICS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Technical Support Specialist	.87	Computer Systems Analyst	.89
Network Administrator	.87	Technical Support Specialist	.88
Computer Programmer	.86	Network Administrator	.88
Software Developer	.86	Computer & IS Manager	.86
Computer Scientist	.85	Software Developer	.84
Computer/Mathematics Manager	.72	Computer Programmer	.81
Engineer	.72	Computer/Mathematics Manager	.78
Engineering Technician	.68	Computer Scientist	.78
Physicist	.63	Engineer	.70
Actuary	.61	R&D Manager	.66
Bartender	-.20	Florist	-.19
Production Worker	-.21	Musician	-.19
Broadcast Journalist	-.21	Landscape/Grounds Manager	-.20
Farmer/Rancher	-.23	Buyer	-.21
Speech Pathologist	-.24	Artist	-.31
Photographer	-.25	Social Worker	-.39
Buyer	-.41	Graphic Designer	-.39
Artist	-.45	Advertising Account Manager	-.48
Advertising Account Manager	-.47	Interior Designer	-.50
Mental Health Counselor	-.51	Mental Health Counselor	-.52

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 21. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MILITARY BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Military Officer	.79	Firefighter	.71
Firefighter	.69	Military Officer	.65
Law Enforcement Officer	.68	Physical Therapist	.47
Military Enlisted	.61	School Administrator	.47
Engineering Technician	.54	Chiropractor	.45
Facilities Manager	.51	Production Worker	.45
Engineer	.51	Engineer	.44
Chiropractor	.49	Pharmacist	.43
Technical Sales Representative	.48	Purchasing Agent	.43
Technical Support Specialist	.46	Respiratory Therapist	.42
Florist	-.10	ESL Instructor	-.12
Production Worker	-.14	Advertising Account Manager	-.13
Speech Pathologist	-.14	Farmer/Rancher	-.18
Medical Illustrator	-.15	Biologist	-.20
Farmer/Rancher	-.17	Translator	-.22
Advertising Account Manager	-.23	Graphic Designer	-.26
Photographer	-.25	Interior Designer	-.27
Buyer	-.27	Mathematician	-.28
Musician	-.30	Artist	-.41
Artist	-.44	Musician	-.50

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 22. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN PROTECTIVE SERVICES BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Firefighter	.81	Firefighter	.76
Law Enforcement Officer	.74	Physical Therapist	.68
Military Officer	.72	Pharmacist	.66
Chiropractor	.69	Chiropractor	.65
Dentist	.64	Respiratory Therapist	.63
Registered Nurse	.64	Registered Nurse	.63
Engineering Technician	.63	Health Information Specialist	.63
Recreation Therapist	.62	Customer Service Representative	.57
Physical Therapist	.62	Military Officer	.57
Technical Sales Representative	.58	Dentist	.56
Paralegal	-.10	Automobile Mechanic	-.15
Musician	-.11	Translator	-.16
Florist	-.14	Geologist	-.20
Photographer	-.16	Mathematician	-.26
Advertising Account Manager	-.24	Graphic Designer	-.28
Production Worker	-.27	Biologist	-.28
Financial Analyst	-.29	Interior Designer	-.28
Farmer/Rancher	-.30	Musician	-.31
Buyer	-.35	Farmer/Rancher	-.32
Artist	-.49	Artist	-.45

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.



**TABLE 23. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN NATURE & AGRICULTURE BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Engineering Technician	.74	Chiropractor	.75
Recreation Therapist	.73	Veterinarian	.62
Chiropractor	.72	Respiratory Therapist	.61
Urban & Regional Planner	.70	Physical Therapist	.60
Firefighter	.69	Firefighter	.60
Landscape/Grounds Manager	.65	Pharmacist	.56
Geographer	.63	Registered Nurse	.56
Graphic Designer	.62	Dentist	.56
Registered Nurse	.58	Arts/Entertainment Manager	.55
Vocational Agriculture Teacher	.57	Recreation Therapist	.54
Cosmetologist	.00	Translator	-.09
Florist	-.08	Mathematician	-.09
Advertising Account Manager	-.12	Law Enforcement Officer	-.10
Paralegal	-.16	Biologist	-.14
Business Education Teacher	-.22	Buyer	-.16
Artist	-.24	Interior Designer	-.18
Farmer/Rancher	-.26	Restaurant Manager	-.19
Buyer	-.42	Automobile Mechanic	-.20
Production Worker	-.42	Artist	-.20
Financial Analyst	-.53	Farmer/Rancher	-.30

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 24. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN ATHLETICS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Parks & Recreation Manager	.75	Physical Therapist	.69
Firefighter	.73	Parks & Recreation Manager	.69
Recreation Therapist	.69	Middle School Teacher	.67
Law Enforcement Officer	.64	Recreation Therapist	.66
Technical Sales Representative	.60	Personal Financial Advisor	.66
Physical Therapist	.58	Technical Sales Representative	.65
Bartender	.58	Financial Analyst	.64
Chiropractor	.57	Accountant	.61
Engineer	.56	Wholesale Sales Representative	.59
Wholesale Sales Representative	.54	Loan Officer/Counselor	.58
Medical Illustrator	-.08	Radiologic Technologist	-.21
Photographer	-.10	Automobile Mechanic	-.22
Paralegal	-.10	Geologist	-.23
Advertising Account Manager	-.15	Musician	-.23
Librarian	-.15	Mathematician	-.25
Financial Analyst	-.22	Interior Designer	-.29
Buyer	-.27	Farmer/Rancher	-.35
Production Worker	-.28	Biologist	-.38
Farmer/Rancher	-.29	Artist	-.38
Artist	-.40	Translator	-.43

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 25. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN SCIENCE BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Science Teacher	.84	Science Teacher	.85
Chiropractor	.83	Medical Technologist	.85
Optometrist	.83	Respiratory Therapist	.80
Dentist	.81	Engineer	.79
Engineering Technician	.78	Dentist	.79
Pharmacist	.77	Optometrist	.79
Engineer	.77	R&D Manager	.75
Medical Technologist	.75	Pharmacist	.74
Physicist	.73	Network Administrator	.74
Chemist	.73	Software Developer	.73
Broadcast Journalist	-.26	Graphic Designer	-.22
Financial Analyst	-.28	Artist	-.26
Business Education Teacher	-.31	Landscape/Grounds Manager	-.27
Paralegal	-.36	Law Enforcement Officer	-.29
Artist	-.37	Advertising Account Manager	-.30
Florist	-.40	Farmer/Rancher	-.39
Production Worker	-.43	Restaurant Manager	-.44
Farmer/Rancher	-.47	Buyer	-.46
Advertising Account Manager	-.53	Florist	-.52
Buyer	-.72	Interior Designer	-.53

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 26. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN RESEARCH BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Engineer	.83	Engineer	.81
Sociologist	.80	Psychologist	.81
Management Analyst	.80	Computer/Mathematics Manager	.80
University Faculty Member	.77	Software Developer	.78
Software Developer	.76	Management Analyst	.78
Urban & Regional Planner	.76	University Faculty Member	.76
Computer Programmer	.76	Auditor	.76
Network Administrator	.74	Computer Programmer	.75
Computer/Mathematics Manager	.74	Sociologist	.74
Computer Scientist	.72	Computer & IS Manager	.74
Radiologic Technologist	-.19	Restaurant Manager	-.28
Photographer	-.21	Law Enforcement Officer	-.33
Speech Pathologist	-.22	Interior Designer	-.34
Cosmetologist	-.30	Graphic Designer	-.34
Florist	-.31	Florist	-.35
Advertising Account Manager	-.36	Automobile Mechanic	-.37
Buyer	-.43	Radiologic Technologist	-.38
Production Worker	-.50	Landscape/Grounds Manager	-.45
Artist	-.53	Artist	-.45
Farmer/Rancher	-.56	Farmer/Rancher	-.53

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 27. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MEDICAL SCIENCE BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Registered Nurse	.86	Pharmacist	.86
Dentist	.84	Respiratory Therapist	.85
Chiropractor	.83	Chiropractor	.83
Pharmacist	.82	Registered Nurse	.82
Physical Therapist	.78	Physical Therapist	.81
Science Teacher	.76	Dentist	.81
Optometrist	.75	Veterinarian	.76
Firefighter	.72	Science Teacher	.72
Veterinarian	.71	Optometrist	.72
Athletic Trainer	.67	Medical Technologist	.71
Interior Designer	-.22	Biologist	-.14
Production Worker	-.25	Landscape/Grounds Manager	-.20
Business Education Teacher	-.29	Buyer	-.23
Farmer/Rancher	-.33	Graphic Designer	-.25
Florist	-.33	Automobile Mechanic	-.27
Financial Analyst	-.34	Restaurant Manager	-.28
Paralegal	-.37	Interior Designer	-.34
Artist	-.44	Artist	-.37
Advertising Account Manager	-.44	Florist	-.37
Buyer	-.54	Farmer/Rancher	-.42

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 28. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MATHEMATICS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Engineer	.80	Actuary	.83
Actuary	.79	Engineer	.79
Accountant	.79	Computer Programmer	.78
Software Developer	.78	Software Developer	.75
Computer Programmer	.77	R&D Manager	.75
Computer Scientist	.75	Auditor	.73
Financial Manager	.74	Optometrist	.70
Mathematics Teacher	.74	Computer/Mathematics Manager	.70
Network Administrator	.73	Accountant	.68
Auditor	.71	Computer Scientist	.67
Farmer/Rancher	-.25	Cosmetologist	-.23
Paralegal	-.29	Florist	-.26
Mental Health Counselor	-.30	Farmer/Rancher	-.29
Buyer	-.36	Mental Health Counselor	-.32
Florist	-.37	Advertising Account Manager	-.38
Broadcast Journalist	-.38	Law Enforcement Officer	-.40
Speech Pathologist	-.47	Landscape/Grounds Manager	-.42
Photographer	-.51	Interior Designer	-.44
Advertising Account Manager	-.54	Graphic Designer	-.46
Artist	-.56	Artist	-.50

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 29. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN VISUAL ARTS & DESIGN BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Graphic Designer	.90	Arts/Entertainment Manager	.86
Arts/Entertainment Manager	.85	Editor	.81
Editor	.82	Urban & Regional Planner	.72
Technical Writer	.79	Architect	.71
ESL Instructor	.77	English Teacher	.70
Architect	.75	Technical Writer	.70
Urban & Regional Planner	.75	Instructional Coordinator	.68
Art Teacher	.69	Medical Illustrator	.67
English Teacher	.64	Secondary School Teacher	.67
Instructional Coordinator	.62	Community Service Director	.66
Emergency Medical Technician	-.13	Restaurant Manager	-.31
Artist	-.14	Optician	-.32
Radiologic Technologist	-.15	Landscape/Grounds Manager	-.32
Health Information Specialist	-.17	Vocational Agriculture Teacher	-.34
Medical Technician	-.22	Radiologic Technologist	-.37
Business Education Teacher	-.26	Military Enlisted	-.38
Buyer	-.28	Emergency Medical Technician	-.40
Financial Analyst	-.51	Law Enforcement Officer	-.46
Farmer/Rancher	-.61	Automobile Mechanic	-.50
Production Worker	-.78	Farmer/Rancher	-.73

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 30. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN PERFORMING ARTS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Editor	.77	Arts/Entertainment Manager	.84
ESL Instructor	.77	Editor	.79
Arts/Entertainment Manager	.77	English Teacher	.78
English Teacher	.71	Bartender	.73
Technical Writer	.69	Instructional Coordinator	.73
Instructional Coordinator	.66	Secondary School Teacher	.72
Religious/Spiritual Leader	.66	Urban & Regional Planner	.69
Graphic Designer	.66	Community Service Director	.69
Urban & Regional Planner	.63	Art Teacher	.68
Translator	.62	Religious/Spiritual Leader	.67
Artist	-.14	Optician	-.41
Food Service Manager	-.17	Landscape/Grounds Manager	-.42
Buyer	-.17	Emergency Medical Technician	-.43
Business Education Teacher	-.18	Law Enforcement Officer	-.44
Health Information Specialist	-.20	Radiologic Technologist	-.44
Radiologic Technologist	-.22	Electrician	-.47
Medical Technician	-.32	Military Enlisted	-.48
Financial Analyst	-.50	Vocational Agriculture Teacher	-.48
Farmer/Rancher	-.64	Automobile Mechanic	-.63
Production Worker	-.72	Farmer/Rancher	-.80

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 31. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN WRITING & MASS COMMUNICATION BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
English Teacher	.86	Editor	.87
Editor	.85	Reporter	.85
Technical Writer	.82	English Teacher	.85
ESL Instructor	.79	Attorney	.82
Attorney	.78	Public Administrator	.81
Arts/Entertainment Manager	.76	Arts/Entertainment Manager	.81
Translator	.75	Urban & Regional Planner	.80
Public Relations Director	.75	Sociologist	.79
Reporter	.74	Training & Development Specialist	.78
Instructional Coordinator	.73	Secondary School Teacher	.78
Buyer	-.14	Law Enforcement Officer	-.40
Automobile Mechanic	-.16	Vocational Agriculture Teacher	-.47
Cosmetologist	-.17	Emergency Medical Technician	-.54
Emergency Medical Technician	-.18	Optician	-.54
Artist	-.30	Landscape/Grounds Manager	-.54
Radiologic Technologist	-.37	Military Enlisted	-.54
Financial Analyst	-.49	Electrician	-.60
Medical Technician	-.52	Radiologic Technologist	-.68
Farmer/Rancher	-.63	Automobile Mechanic	-.74
Production Worker	-.75	Farmer/Rancher	-.83

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 32. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN CULINARY ARTS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Chef	.69	Chef	.74
Marketing Manager	.49	Food Service Manager	.71
Dietitian	.46	Dietitian	.65
Instructional Coordinator	.46	Bartender	.64
Training & Development Specialist	.44	Flight Attendant	.63
Arts/Entertainment Manager	.42	Technical Sales Representative	.55
Wholesale Sales Representative	.42	Arts/Entertainment Manager	.52
Technical Sales Representative	.42	Instructional Coordinator	.47
Recreation Therapist	.41	Marketing Manager	.47
University Administrator	.41	Wholesale Sales Representative	.47
Health Information Specialist	-.07	Emergency Medical Technician	-.12
Biologist	-.09	Military Enlisted	-.14
Physician	-.11	Artist	-.14
Mathematician	-.11	Electrician	-.18
Radiologic Technologist	-.12	Radiologic Technologist	-.22
Artist	-.16	Geologist	-.25
Medical Technician	-.17	Mathematician	-.28
Financial Analyst	-.24	Automobile Mechanic	-.29
Farmer/Rancher	-.27	Biologist	-.29
Production Worker	-.29	Farmer/Rancher	-.40

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 33. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN COUNSELING & HELPING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Rehabilitation Counselor	.83	Rehabilitation Counselor	.87
Social Worker	.80	Community Service Director	.87
Religious/Spiritual Leader	.79	Religious/Spiritual Leader	.85
Secondary School Teacher	.77	Secondary School Teacher	.84
Career Counselor	.75	Instructional Coordinator	.81
School Counselor	.73	University Administrator	.80
Special Education Teacher	.71	Career Counselor	.79
Elementary School Teacher	.70	Nursing Home Administrator	.78
Instructional Coordinator	.70	Middle School Teacher	.78
Recreation Therapist	.69	Elementary School Teacher	.77
Geologist	-.09	Military Enlisted	-.28
Buyer	-.14	Optician	-.29
Computer Systems Analyst	-.14	Radiologic Technologist	-.30
R&D Manager	-.15	Artist	-.30
Medical Technician	-.16	Electrician	-.33
Medical Illustrator	-.18	Biologist	-.33
Production Worker	-.38	Landscape/Grounds Manager	-.36
Artist	-.38	Geologist	-.45
Financial Analyst	-.41	Automobile Mechanic	-.51
Farmer/Rancher	-.42	Farmer/Rancher	-.59

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 34. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN TEACHING & EDUCATION BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Elementary School Teacher	.91	Middle School Teacher	.88
Middle School Teacher	.85	Elementary School Teacher	.88
Special Education Teacher	.82	Secondary School Teacher	.85
Secondary School Teacher	.79	Community Service Director	.83
Social Worker	.77	Special Education Teacher	.81
School Counselor	.76	Instructional Coordinator	.81
Religious/Spiritual Leader	.72	Recreation Therapist	.81
Recreation Therapist	.72	Religious/Spiritual Leader	.79
Rehabilitation Counselor	.71	Rehabilitation Counselor	.78
University Administrator	.66	School Counselor	.78
R&D Manager	-.14	Geologist	-.31
Computer & IS Manager	-.17	Military Enlisted	-.32
Landscape/Grounds Manager	-.17	Artist	-.33
Buyer	-.19	Restaurant Manager	-.33
Medical Illustrator	-.23	Radiologic Technologist	-.38
Medical Technician	-.25	Electrician	-.39
Financial Analyst	-.29	Landscape/Grounds Manager	-.43
Farmer/Rancher	-.34	Optician	-.46
Production Worker	-.34	Automobile Mechanic	-.52
Artist	-.43	Farmer/Rancher	-.61

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 35. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN HUMAN RESOURCES & TRAINING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Human Resources Manager	.89	Human Resources Manager	.83
Human Resources Specialist	.88	Human Resources Specialist	.82
Training & Development Specialist	.88	Top Executive, Business/Finance	.81
Operations Manager	.86	Operations Manager	.81
Instructional Coordinator	.84	Training & Development Specialist	.80
University Administrator	.84	Purchasing Agent	.79
Personal Financial Advisor	.82	Marketing Manager	.77
Business Finance Supervisor	.81	Business/Finance Supervisor	.77
Securities Sales Agent	.81	Instructional Coordinator	.77
Top Executive, Business/Finance	.80	School Administrator	.77
Geologist	-.18	Electrician	-.30
Musician	-.23	Graphic Designer	-.34
Forester	-.29	Landscape/Grounds Manager	-.38
Physician	-.31	Automobile Mechanic	-.43
Radiologic Technologist	-.32	Mathematician	-.43
Production Worker	-.34	Radiologic Technologist	-.44
Medical Technician	-.37	Farmer/Rancher	-.50
Farmer/Rancher	-.41	Geologist	-.51
Medical Illustrator	-.45	Artist	-.52
Artist	-.59	Biologist	-.56

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 36. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN SOCIAL SCIENCES BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
University Administrator	.79	Community Service Director	.84
Rehabilitation Counselor	.78	University Administrator	.83
Urban & Regional Planner	.76	Secondary School Teacher	.82
ESL Instructor	.76	Instructional Coordinator	.82
University Faculty Member	.75	Religious/Spiritual Leader	.82
Instructional Coordinator	.75	Rehabilitation Counselor	.82
Religious/Spiritual Leader	.74	Public Administrator	.81
Arts/Entertainment Manager	.73	Training & Development Specialist	.80
Sociologist	.73	Psychologist	.80
Psychologist	.72	Urban & Regional Planner	.79
Medical Illustrator	-.15	Law Enforcement Officer	-.32
Florist	-.18	Artist	-.33
Cosmetologist	-.24	Geologist	-.34
Radiologic Technologist	-.26	Military Enlisted	-.36
Buyer	-.27	Optician	-.39
Financial Analyst	-.27	Electrician	-.40
Medical Technician	-.33	Radiologic Technologist	-.47
Artist	-.42	Landscape/Grounds Manager	-.50
Production Worker	-.62	Automobile Mechanic	-.62
Farmer/Rancher	-.63	Farmer/Rancher	-.67

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.



**TABLE 37. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN RELIGION & SPIRITUALITY BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Religious/Spiritual Leader	.70	Religious/Spiritual Leader	.72
School Counselor	.53	Dietitian	.64
ESL Instructor	.51	Elementary School Teacher	.64
Facilities Manager	.51	Nursing Home Administrator	.63
Instructional Coordinator	.49	Administrative Assistant	.60
Recreation Therapist	.49	School Counselor	.59
Rehabilitation Counselor	.49	Rehabilitation Counselor	.59
Urban & Regional Planner	.48	Secondary School Teacher	.58
English Teacher	.46	Community Service Director	.58
Technical Sales Representative	.46	Instructional Coordinator	.57
Florist	-.04	Military Enlisted	-.18
Advertising Account Manager	-.04	Optician	-.19
Medical Illustrator	-.09	Landscape/Grounds Manager	-.23
Radiologic Technologist	-.11	Electrician	-.24
Medical Technician	-.16	Radiologic Technologist	-.24
Buyer	-.18	Biologist	-.24
Financial Analyst	-.24	Artist	-.27
Farmer/Rancher	-.24	Geologist	-.29
Production Worker	-.26	Automobile Mechanic	-.39
Artist	-.32	Farmer/Rancher	-.43

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 38. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN HEALTHCARE SERVICES BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Physical Therapist	.84	Registered Nurse	.86
Registered Nurse	.82	Pharmacist	.84
Dentist	.76	Physical Therapist	.83
Pharmacist	.76	Chiropractor	.82
Chiropractor	.75	Respiratory Therapist	.81
Athletic Trainer	.73	Health Information Specialist	.77
Emergency Medical Technician	.73	Dentist	.76
Respiratory Therapist	.71	Occupational Therapist	.75
Firefighter	.70	Veterinarian	.73
Recreation Therapist	.68	Administrative Assistant	.69
Business Education Teacher	-.17	Buyer	-.14
Florist	-.18	Restaurant Manager	-.19
Photographer	-.21	Biologist	-.19
Interior Designer	-.22	Geologist	-.21
Paralegal	-.31	Florist	-.21
Librarian	-.31	Graphic Designer	-.24
Advertising Account Manager	-.36	Interior Designer	-.25
Financial Analyst	-.38	Automobile Mechanic	-.26
Buyer	-.42	Artist	-.38
Artist	-.45	Farmer/Rancher	-.39

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 39. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MARKETING & ADVERTISING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Realtor	.88	Wholesale Sales Representative	.88
Wholesale Sales Representative	.87	Securities Sales Agent	.86
Sales Manager	.85	Technical Sales Representative	.85
Technical Sales Representative	.84	Marketing Manager	.84
Securities Sales Agent	.83	Sales Manager	.84
Purchasing Agent	.82	Realtor	.83
Marketing Manager	.81	Top Executive, Business/Finance	.83
Restaurant Manager	.81	Operations Manager	.82
Personal Financial Advisor	.78	Purchasing Agent	.81
Operations Manager	.78	Loan Officer/Counselor	.79
Geologist	-.24	Landscape/Grounds Manager	-.29
Biologist	-.28	Graphic Designer	-.29
Radiologic Technologist	-.29	Forester	-.32
Medical Illustrator	-.34	Automobile Mechanic	-.36
Forester	-.34	Radiologic Technologist	-.43
Farmer/Rancher	-.35	Farmer/Rancher	-.46
Production Worker	-.36	Artist	-.52
Medical Technician	-.40	Mathematician	-.56
Physician	-.47	Geologist	-.61
Artist	-.54	Biologist	-.71

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 40. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN SALES BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Realtor	.81	Wholesale Sales Representative	.85
Technical Sales Representative	.80	Technical Sales Representative	.83
Wholesale Sales Representative	.78	Realtor	.82
Securities Sales Agent	.77	Securities Sales Agent	.81
Restaurant Manager	.76	Loan Officer/Counselor	.81
Sales Manager	.75	Personal Financial Advisor	.80
Purchasing Agent	.73	Sales Manager	.79
Personal Financial Advisor	.72	Credit Manager	.76
Facilities Manager	.69	Operations Manager	.74
Life Insurance Agent	.67	Customer Service Representative	.73
Carpenter	-.14	Translator	-.18
Forester	-.16	Geographer	-.18
Geologist	-.18	Radiologic Technologist	-.24
Medical Technician	-.19	Farmer/Rancher	-.28
Biologist	-.20	Musician	-.30
Musician	-.25	Graphic Designer	-.46
Photographer	-.26	Mathematician	-.54
Physician	-.40	Geologist	-.57
Medical Illustrator	-.42	Artist	-.64
Artist	-.67	Biologist	-.69

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 41. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN MANAGEMENT BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Operations Manager	.87	Operations Manager	.87
Top Executive, Business/Finance	.83	Purchasing Agent	.85
Securities Sales Agent	.83	Business/Finance Supervisor	.84
Human Resources Manager	.82	Top Executive, Business/Finance	.81
Business/Finance Supervisor	.82	Sales Manager	.80
Human Resources Specialist	.81	Credit Manager	.78
Personal Financial Advisor	.81	Marketing Manager	.78
Sales Manager	.80	School Administrator	.78
Training & Development Specialist	.80	Realtor	.78
Realtor	.79	Securities Sales Agent	.78
Radiologic Technologist	-.24	Landscape/Grounds Manager	-.32
Forester	-.25	Automobile Mechanic	-.35
Production Worker	-.27	Musician	-.36
Photographer	-.27	Radiologic Technologist	-.40
Physician	-.34	Farmer/Rancher	-.40
Musician	-.34	Mathematician	-.45
Medical Technician	-.35	Geologist	-.49
Farmer/Rancher	-.35	Graphic Designer	-.49
Medical Illustrator	-.51	Biologist	-.65
Artist	-.69	Artist	-.67

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 42. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN ENTREPRENEURSHIP BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Sales Manager	.75	Securities Sales Agent	.74
Realtor	.74	Top Executive, Business/Finance	.73
Securities Sales Agent	.74	Operations Manager	.73
Wholesale Sales Representative	.73	Sales Manager	.71
Operations Manager	.73	Marketing Manager	.71
Top Executive, Business/Finance	.72	Wholesale Sales Representative	.71
Technical Sales Representative	.71	Purchasing Agent	.69
Marketing Manager	.69	Realtor	.67
Management Analyst	.68	Financial Analyst	.66
Personal Financial Advisor	.68	Technical Sales Representative	.66
Biologist	-.16	Forester	-.21
Respiratory Therapist	-.23	Graphic Designer	-.24
Forester	-.23	Automobile Mechanic	-.28
Medical Illustrator	-.25	Landscape/Grounds Manager	-.29
Radiologic Technologist	-.31	Geologist	-.34
Physician	-.31	Mathematician	-.35
Production Worker	-.35	Radiologic Technologist	-.36
Medical Technician	-.35	Artist	-.38
Farmer/Rancher	-.36	Farmer/Rancher	-.39
Artist	-.41	Biologist	-.54

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 43. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN POLITICS & PUBLIC SPEAKING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Elected Public Official	.86	Elected Public Official	.88
Public Administrator	.83	Public Administrator	.87
Attorney	.82	School Administrator	.82
School Administrator	.81	Attorney	.78
Top Executive, Business/Finance	.75	Marketing Manager	.77
University Administrator	.73	Training & Development Specialist	.76
Human Resources Manager	.72	Human Resources Manager	.76
Sales Manager	.72	Human Resources Specialist	.76
Training & Development Specialist	.71	University Administrator	.75
Instructional Coordinator	.70	Top Executive, Business/Finance	.75
Optician	-.20	Artist	-.40
Medical Illustrator	-.26	Carpenter	-.41
Cosmetologist	-.28	Geologist	-.43
Respiratory Therapist	-.34	Landscape/Grounds Manager	-.44
Horticulturist	-.40	Electrician	-.44
Artist	-.42	Biologist	-.47
Radiologic Technologist	-.45	Horticulturist	-.51
Production Worker	-.50	Farmer/Rancher	-.59
Farmer/Rancher	-.52	Radiologic Technologist	-.62
Medical Technician	-.57	Automobile Mechanic	-.64

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 44. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN LAW BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Attorney	.68	Attorney	.74
School Administrator	.67	School Administrator	.71
Elected Public Official	.65	Public Administrator	.70
Top Executive, Business/Finance	.64	Human Resources Manager	.69
Law Enforcement Officer	.64	Auditor	.69
Human Resources Manager	.62	Credit Manager	.67
Public Administrator	.62	Sales Manager	.66
Securities Sales Agent	.61	Personal Financial Advisor	.66
Sales Manager	.61	Top Executive, Business/Finance	.65
Operations Manager	.61	Business/Finance Supervisor	.65
Florist	-.14	Mathematician	-.29
Cosmetologist	-.18	Landscape/Grounds Manager	-.32
Photographer	-.20	Graphic Designer	-.34
Musician	-.22	Radiologic Technologist	-.36
Production Worker	-.29	Geologist	-.37
Medical Illustrator	-.31	Horticulturist	-.41
Medical Technician	-.32	Automobile Mechanic	-.42
Horticulturist	-.38	Biologist	-.45
Farmer/Rancher	-.44	Farmer/Rancher	-.45
Artist	-.55	Artist	-.51

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 45. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN OFFICE MANAGEMENT BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Administrative Assistant	.85	Customer Service Representative	.81
Credit Manager	.76	Administrative Assistant	.79
Customer Service Representative	.76	Health Information Specialist	.76
Auditor	.68	Business/Finance Supervisor	.75
Business/Finance Supervisor	.68	Accountant	.75
Accountant	.66	Auditor	.73
Financial Manager	.64	Financial Manager	.69
Facilities Manager	.63	Credit Manager	.69
Health Information Specialist	.62	Financial Analyst	.68
Business Education Teacher	.61	Management Analyst	.67
Medical Technician	-.17	Photographer	-.22
Forester	-.18	Radiologic Technologist	-.24
Advertising Account Manager	-.24	Automobile Mechanic	-.26
Musician	-.29	Musician	-.27
Mental Health Counselor	-.30	Landscape/Grounds Manager	-.32
Carpenter	-.33	Farmer/Rancher	-.35
Physician	-.36	Geologist	-.40
Photographer	-.40	Graphic Designer	-.49
Medical Illustrator	-.55	Biologist	-.51
Artist	-.73	Artist	-.60

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 46. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN TAXES & ACCOUNTING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Accountant	.90	Auditor	.83
Financial Manager	.90	Financial Manager	.83
Auditor	.83	Accountant	.81
Actuary	.75	Financial Analyst	.76
Software Developer	.68	Actuary	.75
Business/Finance Supervisor	.68	Business/Finance Supervisor	.74
Engineer	.67	Credit Manager	.70
Mathematics Teacher	.66	Management Analyst	.67
Computer Programmer	.65	Personal Financial Advisor	.65
Management Analyst	.65	Computer/Mathematics Manager	.64
Chef	-.23	Farmer/Rancher	-.21
Reporter	-.24	Mental Health Counselor	-.27
Broadcast Journalist	-.33	Advertising Account Manager	-.31
Musician	-.35	Landscape/Grounds Manager	-.32
Medical Illustrator	-.40	Photographer	-.32
Mental Health Counselor	-.41	Interior Designer	-.33
Speech Pathologist	-.46	Musician	-.36
Advertising Account Manager	-.51	Biologist	-.40
Photographer	-.59	Graphic Designer	-.59
Artist	-.65	Artist	-.64

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 47. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN PROGRAMMING & INFORMATION SYSTEMS BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Technical Support Specialist	.85	Computer Systems Analyst	.88
Computer Programmer	.81	Technical Support Specialist	.85
Software Developer	.81	Computer & IS Manager	.84
Network Administrator	.80	Network Administrator	.82
Computer Scientist	.77	Software Developer	.82
Computer/Mathematics Manager	.77	Computer Programmer	.81
Engineer	.64	Computer/Mathematics Manager	.81
Management Analyst	.60	Computer Scientist	.75
Administrative Assistant	.58	Engineer	.64
Auditor	.57	Actuary	.60
Medical Illustrator	-.17	Biologist	-.20
Speech Pathologist	-.19	Law Enforcement Officer	-.22
Photographer	-.19	Advertising Account Manager	-.30
Bartender	-.23	Farmer/Rancher	-.31
Buyer	-.24	Graphic Designer	-.31
Farmer/Rancher	-.29	Interior Designer	-.33
Production Worker	-.30	Social Worker	-.33
Advertising Account Manager	-.35	Artist	-.33
Mental Health Counselor	-.46	Landscape/Grounds Manager	-.38
Artist	-.49	Mental Health Counselor	-.46

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 48. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN FINANCE & INVESTING BIS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
Sales Manager	.81	Financial Analyst	.85
Securities Sales Agent	.80	Financial Manager	.84
Auditor	.78	Securities Sales Agent	.81
Realtor	.78	Business/Finance Supervisor	.81
Personal Financial Advisor	.77	Sales Manager	.81
Top Executive, Business/Finance	.77	Personal Financial Advisor	.81
Financial Manager	.77	Auditor	.80
Business/Finance Supervisor	.76	Accountant	.80
Operations Manager	.75	Loan Officer/Counselor	.79
Management Analyst	.75	Credit Manager	.78
Occupational Therapist	-.23	Automobile Mechanic	-.26
Radiologic Technologist	-.24	Landscape/Grounds Manager	-.31
Production Worker	-.27	Musician	-.32
Medical Technician	-.29	Geologist	-.32
Photographer	-.31	Farmer/Rancher	-.33
Speech Pathologist	-.33	Mathematician	-.34
Musician	-.33	Radiologic Technologist	-.35
Farmer/Rancher	-.33	Graphic Designer	-.43
Medical Illustrator	-.38	Artist	-.60
Artist	-.59	Biologist	-.61

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.



## Relationship Between the BISs and the MBTI® Continuous Scores

The validity of the BISs was also examined by correlating the BIS scales with the MBTI type preferences. Relationships in the International Sample between individual BISs and one or more MBTI preferences are shown in Table 49.

These results are similar to those reported in the *MBTI® Manual* (Myers et al., 1998). Please note that the *MBTI® Manual*

provides information on the 1994 *Strong* assessment BISs. Table 50 shows all correlations found for a subsample of the International Sample that took the MBTI Form Q assessment in addition to the *Strong* assessment. Correlations for each of the five language samples are provided in appendixes A–E; a similar pattern of correlations was found across all language samples.

**TABLE 49. RELATIONSHIP BETWEEN BISs AND MBTI® PREFERENCES**

Basic Interest Scale	MBTI® Preference(s)
Mechanics & Construction	Thinking
Computer Hardware & Electronics	Thinking
Military	Thinking
Nature & Agriculture	Intuition
Research	Intuition and Thinking
Mathematics	Thinking
Visual Arts & Design	Intuition and Perceiving
Performing Arts	Extraversion, Intuition, Feeling, and Perceiving
Writing & Mass Communication	Intuition and Perceiving
Culinary Arts	Extraversion and Intuition
Counseling & Helping	Extraversion, Intuition, Feeling, and Perceiving
Teaching & Education	Extraversion and Feeling
Human Resources & Training	Extraversion
Social Sciences	Intuition
Healthcare Services	Feeling
Marketing & Advertising	Extraversion and Intuition
Sales	Extraversion
Management	Extraversion
Entrepreneurship	Extraversion and Intuition
Politics & Public Speaking	Extraversion, Intuition, and Thinking
Law	Extraversion
Taxes & Accounting	Thinking
Programming & Information Systems	Thinking
Finance & Investing	Thinking

**TABLE 50. CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	-.03	.04	-.17	.04
Computer Hardware & Electronics	-.01	-.02	-.21	-.02
Military	-.07	-.06	-.13	.02
Protective Services	-.08	.02	-.01	.09
Nature & Agriculture	-.06	.14	-.02	.11
Athletics	-.10	-.02	-.07	.07
Science	.04	.09	-.11	.06
Research	-.08	.13	-.19	-.01
Medical Science	-.06	.07	.04	.03
Mathematics	-.04	.02	-.21	-.04
Visual Arts & Design	-.06	.36	.03	.13
Performing Arts	-.14	.31	.14	.14
Writing & Mass Communication	-.07	.30	.09	.13
Culinary Arts	-.31	.23	.04	.02
Counseling & Helping	-.15	.14	.19	.13
Teaching & Education	-.14	.10	.15	.07
Human Resources & Training	-.25	.10	-.01	.05
Social Sciences	-.08	.22	-.02	.10
Religion & Spirituality	-.08	.03	.09	-.01
Healthcare Services	-.03	-.02	.14	-.01
Marketing & Advertising	-.21	.14	-.04	.04
Sales	-.20	.03	.02	.05
Management	-.22	.06	-.07	-.01
Entrepreneurship	-.13	.14	-.11	.06
Politics & Public Speaking	-.20	.14	-.16	.04
Law	-.18	.06	.00	.10
Office Management	-.07	-.07	.09	-.03
Taxes & Accounting	-.04	-.06	-.13	-.04
Programming & Information Systems	-.03	.05	-.14	-.02
Finance & Investing	-.10	.04	-.19	-.01

Note:  $n = 491$  (European English  $n = 94$ , French  $n = 104$ , German  $n = 128$ , Latin American Spanish  $n = 61$ , European Spanish  $n = 104$ ). Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

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## OCCUPATIONAL SCALES

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The Occupational Scales (OSs) provide information about how individuals' responses compare with those of people actually employed in and satisfied with a particular occupation. The results of each of the OSs answer the basic question, "Does the respondent have likes and dislikes similar to those of women or men in this occupation?" Thus, the OSs enable respondents to compare their interests with those of people from a diverse representation of occupations, including accountants, graphic designers, engineering technicians, and financial managers, to name just a few. These scales generate a large amount of specific information about and for each respondent. For an in-depth discussion of the interpretation of the OSs, as well as the construction and norming of the scales, please refer to the *Strong Interest Inventory® Manual* (Donnay et al., 2005) and the *Strong Interest Inventory® Manual Supplement* (Herk & Thompson, 2012).

In order to maintain the psychometric soundness of the *Strong* instrument, the assessment is frequently revised to reflect the changes in the occupational world and in society. In 2010, the *Strong* assessment was again updated; however, this update focused solely on the OSs. Specifically, new OSs were added, some older OSs were deleted, some OSs were updated by developing a scale for a newer sample, and in other cases samples were updated with additional members of the occupation. This update resulted in 260 OSs—130 separate scales each for women and men. The following analyses were run using this list of 260 scales, along with all above-mentioned analyses, illustrating the relationships between the GOTs and the OSs, and between the BISs and the OSs.

### INTERNATIONAL SAMPLE NORMS OF THE OSs

The standardized scores for each of the 260 OSs are presented in Table 51. Means, standard deviations, and interpretive categories are listed for women and men, similar to those for the GOTs and BISs. Means and standard deviations were set at 50 and 10, respectively, for individuals composing an occupational group. Thus, when OSs are interpreted, occupations receiving a score of 40 or above are deemed to be those for which a client has a "Similar" interest. Since the

interests of women and men are somewhat different, separate OSs have been constructed for each occupation. Table 51 provides the means on female and male scales for the same occupations for the International Sample. On female OSs, 80 of the 130 means are within 5 points of the means of the male OSs. On male OSs, 91 of the 130 means are within 5 points of the means of the female OSs. These findings suggest that scores for both women and men on the female and male OSs are similar on well over half of the scales.

In the International Sample, scales with the largest mean score differences between female and male OSs representing the same occupation include the Interior Designer scale and the Special Education scale for women, and the Religious/Spiritual Leader scale and the Special Education Teacher scale for men.

Occupational Scale score means for women and men are reported separately by language in appendixes A–E (see Tables A-13, B-13, C-13, D-13, and E-13). The largest mean score differences between female and male OSs in the European English, French, German, and European Spanish samples were on the Interior Designer scale for women and the Religious/Spiritual Leader scale for men. In contrast, the largest mean score differences for the Latin American Spanish sample was Engineering Technician for both women and men.

### RELIABILITY OF THE OSs

Test-retest statistics were computed for each of the OSs and are reported in Table 52. The median reliability for women was .79, with a range of .67 to .89. The median reliability for men was .80, with a range of .67 to .87. The length of time between administrations for both women and men was one to seven weeks. The *Strong* manual (Donnay et al., 2005) reported a median test-retest correlation of .86, with a range of .71 to .93, which is relatively similar to the results found for the International Sample.

Due to the fact that the OSs are gendered scales, the sample sizes were too small to analyze the reliability of the scales by language sample.

**TABLE 51. COMPARISONS OF THE OS MEAN SCORES BY GENDER IN THE INTERNATIONAL SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	37.97	33.19	4.78	38.98	42.76	-3.78
Actuary	30.15	20.77	9.38	32.76	39.81	-7.05
Administrative Assistant	44.96	51.20	-6.24	46.65	43.58	3.07
Advertising Account Manager	30.98	36.00	-5.02	28.69	24.77	3.92
Architect	14.13	19.73	-5.61	22.76	23.23	-0.47
Art Teacher	9.61	20.16	-10.54	9.89	4.68	5.21
Artist	26.98	26.40	0.58	20.18	24.77	-4.59
Arts/Entertainment Manager	36.70	41.46	-4.76	39.88	37.78	2.10
Athletic Trainer	9.37	17.00	-7.62	18.57	13.10	5.48
Attorney	25.36	23.12	2.24	22.21	26.54	-4.32
Auditor	37.47	30.90	6.57	37.86	41.79	-3.93
Automobile Mechanic	28.09	28.05	0.04	33.22	37.77	-4.54
Bartender	34.78	33.23	1.54	28.14	32.66	-4.52
Biologist	22.51	30.07	-7.56	28.88	28.10	0.78
Broadcast Journalist	32.64	29.82	2.82	26.73	27.47	-0.74
Business Education Teacher	32.84	40.19	-7.35	37.61	31.84	5.77
Business/Finance Supervisor	38.25	35.09	3.15	38.80	41.57	-2.77
Buyer	34.91	34.20	0.71	28.80	28.26	0.54
Career Counselor	27.64	35.03	-7.39	28.76	22.55	6.21
Carpenter	19.30	27.56	-8.26	33.32	27.71	5.61
Chef	33.76	34.67	-0.91	31.23	27.27	3.96
Chemist	24.18	16.21	7.97	27.37	34.64	-7.27
Chiropractor	31.91	30.77	1.14	29.71	35.99	-6.28
Community Service Director	36.69	36.48	0.21	34.41	34.74	-0.33
Computer & IS Manager	34.73	33.54	1.19	43.30	44.42	-1.12
Computer Programmer	39.43	31.83	7.60	41.29	48.62	-7.33
Computer Scientist	25.81	17.59	8.22	31.23	39.84	-8.61
Computer Systems Analyst	37.11	35.87	1.24	45.93	41.90	4.02
Computer/Mathematics Manager	30.58	29.06	1.52	39.01	41.92	-2.91
Cosmetologist	37.08	41.69	-4.61	33.94	30.66	3.28
Credit Manager	43.10	35.65	7.45	40.94	42.96	-2.02
Customer Service Representative	44.38	47.55	-3.17	46.09	42.63	3.46
Dentist	26.15	24.99	1.17	28.39	30.16	-1.77
Dietitian	31.77	37.13	-5.36	32.37	29.86	2.52
Editor	26.12	30.04	-3.92	27.85	26.15	1.70

**TABLE 51. COMPARISONS OF THE OS MEAN SCORES BY GENDER IN THE INTERNATIONAL SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	22.87	21.29	1.59	24.19	26.53	-2.34
Electrician	23.09	27.79	-4.70	35.83	33.34	2.49
Elementary School Teacher	31.94	38.13	-6.19	35.64	28.20	7.45
Emergency Medical Technician	35.46	32.51	2.95	34.58	34.93	-0.35
Engineer	33.95	28.59	5.36	39.51	43.92	-4.42
Engineering Technician	35.53	23.34	12.18	34.36	44.58	-10.21
English Teacher	13.90	18.36	-4.45	14.41	10.12	4.29
ESL Instructor	28.98	34.46	-5.48	27.67	28.54	-0.88
Facilities Manager	44.02	43.09	0.93	44.49	42.84	1.65
Farmer/Rancher	37.32	33.03	4.29	34.98	35.82	-0.84
Financial Analyst	38.91	29.38	9.52	35.80	41.04	-5.24
Financial Manager	33.59	23.94	9.65	31.76	39.08	-7.32
Firefighter	21.47	24.67	-3.20	31.10	30.36	0.75
Flight Attendant	38.61	45.15	-6.54	40.69	35.66	5.02
Florist	32.54	40.33	-7.80	37.22	28.86	8.36
Food Service Manager	40.33	40.16	0.17	38.66	38.32	0.34
Forester	29.67	26.45	3.22	32.55	36.73	-4.18
Geographer	19.53	25.42	-5.89	25.03	24.88	0.16
Geologist	20.92	24.84	-3.92	29.48	31.30	-1.83
Graphic Designer	30.00	29.16	0.84	23.38	32.38	-9.00
Health Information Specialist	43.77	44.05	-0.28	43.44	41.38	2.06
Horticulturist	32.68	34.67	-1.99	35.77	31.04	4.73
Human Resources Manager	28.99	32.18	-3.20	30.82	30.70	0.12
Human Resources Specialist	37.55	35.51	2.04	33.83	39.10	-5.27
Instructional Coordinator	37.17	40.42	-3.26	40.19	37.65	2.54
Interior Designer	19.51	36.95	-17.44	27.29	17.80	9.49
Landscape/Grounds Manager	34.77	36.19	-1.43	38.13	41.76	-3.63
Law Enforcement Officer	34.02	34.08	-0.06	36.98	39.78	-2.80
Librarian	35.25	42.80	-7.55	36.36	32.93	3.43
Life Insurance Agent	32.89	31.06	1.83	31.27	33.42	-2.15
Loan Officer/Counselor	35.52	27.80	7.72	31.06	36.32	-5.26
Management Analyst	36.76	34.37	2.39	38.64	42.88	-4.24
Marketing Manager	27.87	29.92	-2.05	32.72	29.37	3.35
Mathematician	13.26	17.13	-3.87	18.23	24.31	-6.07
Mathematics Teacher	23.47	21.49	1.97	28.19	30.16	-1.97

**TABLE 51. COMPARISONS OF THE OS MEAN SCORES BY GENDER IN THE INTERNATIONAL SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	11.56	10.98	0.57	5.73	11.43	-5.70
Medical Technician	35.38	26.03	9.35	29.76	33.72	-3.97
Medical Technologist	29.29	27.44	1.85	32.62	35.10	-2.48
Mental Health Counselor	21.76	30.88	-9.12	20.47	11.10	9.37
Middle School Teacher	30.11	33.09	-2.99	33.39	25.47	7.91
Military Enlisted	38.48	33.71	4.77	40.43	40.79	-0.36
Military Officer	34.37	26.39	7.98	37.08	41.83	-4.76
Musician	30.34	38.83	-8.49	32.77	23.72	9.05
Network Administrator	37.77	27.61	10.15	40.43	48.07	-7.64
Nursing Home Administrator	44.46	42.19	2.27	41.17	42.92	-1.75
Occupational Therapist	37.37	39.07	-1.71	33.56	31.71	1.85
Operations Manager	35.96	29.98	5.98	35.12	40.35	-5.24
Optician	41.68	38.95	2.73	41.03	39.48	1.55
Optometrist	31.98	25.91	6.07	31.06	37.45	-6.38
Paralegal	43.11	40.58	2.54	39.77	40.69	-0.92
Parks & Recreation Manager	34.20	36.91	-2.71	38.59	37.24	1.35
Personal Financial Advisor	30.52	16.27	14.25	23.02	34.66	-11.64
Pharmacist	34.23	37.79	-3.56	39.42	37.27	2.15
Photographer	33.78	32.69	1.09	31.30	30.11	1.19
Physical Therapist	26.85	23.98	2.87	28.34	28.03	0.31
Physician	26.40	20.48	5.92	22.77	28.38	-5.61
Physicist	8.35	3.63	4.71	18.20	25.45	-7.25
Production Worker	41.82	38.23	3.58	46.00	41.54	4.46
Psychologist	23.93	25.15	-1.22	24.90	24.34	0.56
Public Administrator	21.35	26.40	-5.05	28.95	27.80	1.15
Public Relations Director	20.64	25.76	-5.12	22.34	19.59	2.75
Purchasing Agent	34.99	31.28	3.70	35.57	37.16	-1.59
R&D Manager	21.88	19.27	2.61	30.57	32.72	-2.15
Radiologic Technologist	40.81	41.70	-0.89	40.92	37.15	3.77
Realtor	34.86	29.31	5.56	33.70	39.46	-5.76
Recreation Therapist	34.38	31.87	2.51	29.82	35.64	-5.82
Registered Nurse	32.92	36.24	-3.32	31.76	32.02	-0.27
Rehabilitation Counselor	31.04	37.60	-6.55	33.50	28.64	4.86
Religious/Spiritual Leader	4.28	19.19	-14.91	18.05	3.56	14.49
Reporter	22.12	23.49	-1.37	18.52	20.56	-2.04



**TABLE 51. COMPARISONS OF THE OS MEAN SCORES BY GENDER IN THE INTERNATIONAL SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	35.39	29.08	6.31	31.97	30.32	1.65
Restaurant Manager	34.03	37.68	-3.66	35.91	35.14	0.77
Sales Manager	27.46	18.62	8.84	25.87	33.91	-8.03
School Administrator	29.73	25.97	3.76	31.08	34.26	-3.18
School Counselor	29.33	30.90	-1.58	28.01	26.98	1.03
Science Teacher	20.64	22.58	-1.94	27.22	25.66	1.56
Secondary School Teacher	29.68	33.82	-4.14	33.11	25.32	7.79
Securities Sales Agent	27.25	13.60	13.65	21.30	31.17	-9.87
Social Worker	30.56	36.72	-6.16	27.63	24.12	3.51
Sociologist	16.07	21.97	-5.91	22.63	23.38	-0.75
Software Developer	36.29	28.74	7.55	40.25	45.98	-5.74
Special Education Teacher	28.21	43.65	-15.44	34.99	21.82	13.18
Speech Pathologist	42.07	43.69	-1.62	34.84	31.68	3.16
Technical Sales Representative	34.76	32.75	2.01	36.43	39.43	-3.00
Technical Support Specialist	40.72	33.54	7.18	42.73	49.14	-6.41
Technical Writer	29.17	35.28	-6.10	31.83	28.85	2.98
Top Executive, Business/Finance	31.54	22.98	8.56	28.51	37.06	-8.55
Training & Development Specialist	30.31	32.39	-2.09	31.96	32.46	-0.50
Translator	34.89	43.02	-8.14	36.60	30.46	6.15
University Administrator	30.48	33.75	-3.27	30.02	30.89	-0.86
University Faculty Member	32.59	28.58	4.01	26.61	34.19	-7.58
Urban & Regional Planner	27.98	35.39	-7.41	33.72	35.53	-1.81
Veterinarian	23.59	20.62	2.97	24.20	28.64	-4.44
Vocational Agriculture Teacher	23.31	25.24	-1.92	29.29	27.50	1.79
Wholesale Sales Representative	31.89	31.98	-0.09	36.16	36.45	-0.29

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

**TABLE 52. OS RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE**

Occupational Scale	Test-Retest Correlation		Test				Retest			
			Women		Men		Women		Men	
	Female	Male	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Accountant	.82	.84	40.43	13.65	40.64	14.68	40.76	13.36	40.41	15.27
Actuary	.84	.76	32.71	14.45	34.57	14.59	34.77	14.19	34.22	14.51
Administrative Assistant	.86	.79	46.23	11.40	48.22	11.69	47.02	11.48	48.38	11.87
Advertising Account Manager	.81	.81	28.64	11.89	28.57	11.36	28.38	11.60	28.60	11.51
Architect	.75	.70	14.33	16.38	23.36	12.10	17.74	15.32	23.10	12.73
Art Teacher	.81	.81	8.00	18.58	11.03	16.11	9.20	18.26	11.47	16.31
Artist	.79	.80	24.37	15.39	19.80	13.43	24.39	15.57	19.40	13.87
Arts/Entertainment Manager	.80	.82	37.10	13.71	41.57	12.73	38.08	12.92	41.80	13.18
Athletic Trainer	.79	.76	9.88	14.50	18.62	12.18	10.47	13.95	19.51	11.92
Attorney	.82	.84	24.71	14.00	23.59	16.87	24.78	13.33	23.64	17.36
Auditor	.88	.83	39.48	14.94	39.90	17.14	39.86	14.44	39.66	17.34
Automobile Mechanic	.79	.86	29.25	10.64	31.98	12.63	30.52	11.31	32.23	12.71
Bartender	.78	.86	32.45	10.83	29.16	14.85	33.83	10.90	30.33	15.56
Biologist	.89	.83	24.33	12.56	28.83	13.52	25.25	11.70	28.88	13.95
Broadcast Journalist	.83	.79	31.20	11.19	27.64	11.81	30.42	11.49	28.50	12.50
Business Education Teacher	.79	.78	32.94	10.22	38.16	9.69	32.89	10.42	38.07	9.90
Business/Finance Supervisor	.72	.84	39.39	15.59	40.63	15.93	38.72	15.21	40.26	16.56
Buyer	.75	.75	34.14	11.53	28.47	12.04	31.82	10.75	28.39	11.92
Career Counselor	.84	.86	26.87	15.06	30.56	15.70	26.04	14.27	30.50	16.25
Carpenter	.76	.80	19.61	10.29	33.24	12.13	21.00	10.44	33.96	12.48
Chef	.76	.74	32.95	13.74	31.63	14.23	29.00	15.10	30.71	14.05
Chemist	.84	.68	26.31	14.70	28.67	13.20	28.18	13.95	28.69	13.34
Chiropractor	.76	.79	33.29	15.40	30.85	13.68	34.24	14.51	32.06	14.10
Community Service Director	.79	.83	35.94	11.46	36.56	15.92	35.56	11.03	36.45	15.85
Computer & IS Manager	.69	.76	37.30	13.58	45.09	11.54	37.20	13.50	44.30	12.37
Computer Programmer	.83	.78	42.22	12.23	43.29	12.14	43.28	11.73	42.57	12.57
Computer Scientist	.75	.77	29.73	16.38	33.46	15.36	30.96	15.78	31.52	16.35
Computer Systems Analyst	.68	.78	39.55	11.55	47.51	11.64	38.60	12.24	46.32	12.26
Computer/Mathematics Manager	.81	.77	34.53	19.53	40.90	12.92	33.82	18.92	40.16	13.53
Cosmetologist	.82	.79	36.28	11.07	34.31	9.84	36.11	10.67	34.77	9.80
Credit Manager	.82	.81	43.72	12.75	41.81	14.10	44.18	12.95	41.76	14.77
Customer Service Representative	.77	.82	45.65	12.13	47.56	12.43	46.49	11.90	47.43	12.74
Dentist	.75	.67	26.93	17.29	29.48	15.05	29.67	16.23	30.50	14.87
Dietitian	.68	.82	33.59	11.45	33.86	14.63	31.53	12.30	34.20	14.70
Editor	.79	.81	26.40	18.84	30.18	14.90	27.75	18.08	30.06	15.54

TABLE 52. OS RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE *CONT'D*

Occupational Scale	Test-Retest Correlation		Test				Retest			
			Women		Men		Women		Men	
	Female	Male	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Elected Public Official	.82	.85	23.25	16.13	24.81	15.36	23.74	15.27	24.51	16.07
Electrician	.79	.82	24.26	11.36	34.59	11.69	24.84	11.10	35.11	11.79
Elementary School Teacher	.82	.80	31.61	15.06	37.63	13.10	32.16	14.74	38.47	13.18
Emergency Medical Technician	.84	.83	35.43	11.34	33.57	9.50	35.48	11.73	34.78	9.12
Engineer	.77	.76	36.25	14.15	41.16	13.58	37.85	13.38	40.85	13.58
Engineering Technician	.75	.76	37.38	13.04	34.69	11.97	38.89	12.47	34.53	12.05
English Teacher	.81	.84	12.08	23.01	17.68	20.53	12.96	22.37	17.51	20.57
ESL Instructor	.79	.82	29.20	15.17	29.23	11.69	30.54	14.76	28.87	11.61
Facilities Manager	.75	.83	44.77	12.26	44.41	12.70	45.78	12.55	44.74	12.93
Farmer/Rancher	.81	.85	37.74	9.20	33.37	11.17	37.69	8.68	33.25	11.77
Financial Analyst	.83	.84	39.71	10.82	37.75	15.51	39.69	10.08	37.54	16.02
Financial Manager	.80	.84	35.87	15.26	34.00	17.01	35.71	14.86	33.79	17.34
Firefighter	.76	.78	21.78	16.65	31.24	11.66	23.77	16.05	31.79	11.66
Flight Attendant	.84	.85	36.87	10.61	41.30	10.93	37.28	10.24	41.47	11.36
Florist	.71	.78	32.37	12.45	36.59	9.16	30.19	11.49	36.33	8.64
Food Service Manager	.75	.85	41.64	7.79	39.55	13.89	41.42	8.06	38.89	14.31
Forester	.72	.79	31.68	12.88	32.68	11.22	32.34	11.28	32.54	11.20
Geographer	.77	.79	21.76	15.67	27.17	10.03	23.00	14.99	26.36	10.30
Geologist	.86	.85	22.30	13.71	29.71	11.76	23.74	12.96	29.43	12.79
Graphic Designer	.72	.74	30.99	14.46	23.00	10.54	32.76	13.13	22.76	11.20
Health Information Specialist	.79	.77	45.36	8.87	44.39	13.74	44.92	9.61	45.54	14.20
Horticulturist	.82	.84	32.85	11.94	35.85	12.03	32.92	12.04	35.85	12.44
Human Resources Manager	.81	.86	29.51	17.06	32.04	15.22	28.65	16.13	32.25	15.68
Human Resources Specialist	.78	.86	38.19	13.59	35.17	13.98	37.63	12.71	35.18	14.57
Instructional Coordinator	.78	.82	37.50	15.78	42.00	11.87	37.55	14.52	41.91	12.10
Interior Designer	.85	.74	18.18	14.13	26.89	9.85	19.03	13.17	26.18	9.06
Landscape/Grounds Manager	.67	.77	35.58	11.42	36.96	11.96	36.66	11.45	37.44	11.83
Law Enforcement Officer	.77	.78	33.14	10.86	35.76	10.55	33.68	11.12	36.20	10.16
Librarian	.85	.79	35.47	12.92	37.27	10.96	35.84	13.00	37.36	11.47
Life Insurance Agent	.76	.81	32.25	12.99	31.77	11.52	32.96	12.55	31.59	12.65
Loan Officer/Counselor	.76	.85	35.30	12.70	32.22	14.24	36.03	12.18	32.68	15.00
Management Analyst	.77	.82	39.18	16.35	40.66	14.55	38.93	15.80	39.80	15.40
Marketing Manager	.79	.86	27.98	15.39	34.11	15.42	27.84	14.39	34.09	16.41
Mathematician	.82	.87	16.02	14.87	19.22	12.44	17.59	14.02	18.71	12.68
Mathematics Teacher	.79	.77	25.97	13.04	29.00	10.89	27.06	12.38	28.78	10.99

TABLE 52. OS RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE *CONT'D*

Occupational Scale	Test-Retest Correlation		Test				Retest			
			Women		Men		Women		Men	
	Female	Male	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Medical Illustrator	.84	.71	10.35	17.08	5.70	14.05	12.38	16.21	6.81	14.76
Medical Technician	.86	.70	36.40	11.03	29.47	12.76	36.11	11.02	30.48	12.16
Medical Technologist	.78	.73	31.80	11.38	33.81	13.47	33.19	11.56	34.23	13.70
Mental Health Counselor	.84	.82	18.31	14.95	20.63	12.34	17.74	15.54	22.12	12.16
Middle School Teacher	.80	.83	29.11	13.33	36.11	16.02	29.25	13.50	36.15	16.02
Military Enlisted	.72	.83	38.43	10.55	39.79	11.22	40.05	11.03	39.97	11.14
Military Officer	.75	.76	35.09	12.07	37.59	12.42	35.96	12.34	37.47	12.45
Musician	.87	.72	28.15	10.52	33.11	9.36	29.37	11.01	33.51	9.13
Network Administrator	.80	.79	40.55	12.87	42.45	13.85	41.49	12.34	41.37	14.25
Nursing Home Administrator	.77	.83	45.02	13.71	42.98	14.55	45.26	14.17	42.14	14.74
Occupational Therapist	.76	.75	37.06	13.73	34.26	15.07	36.12	12.90	35.32	15.27
Operations Manager	.81	.87	37.21	16.12	36.68	16.22	36.69	14.96	36.61	16.86
Optician	.77	.78	41.36	10.20	39.39	10.65	41.50	10.90	39.98	11.04
Optometrist	.77	.69	33.69	12.26	31.99	12.97	35.59	12.09	31.96	13.05
Paralegal	.78	.79	42.42	9.73	39.10	10.48	42.22	9.81	39.90	10.90
Parks & Recreation Manager	.78	.85	33.63	12.66	39.30	9.26	34.44	12.45	39.83	9.94
Personal Financial Advisor	.79	.84	31.13	14.63	24.98	18.59	31.37	13.96	25.69	19.67
Pharmacist	.80	.70	36.23	14.15	39.99	14.89	37.80	14.11	41.02	15.05
Photographer	.87	.71	31.71	11.70	31.10	9.38	31.70	11.67	30.89	9.21
Physical Therapist	.73	.72	27.01	17.59	30.26	20.18	28.06	17.75	31.44	21.41
Physician	.86	.72	26.73	13.16	23.66	12.36	27.39	12.82	23.89	12.04
Physicist	.80	.69	12.07	20.12	20.30	17.14	14.75	19.32	20.16	17.02
Production Worker	.85	.78	42.41	9.11	46.14	9.79	41.91	8.91	46.14	10.06
Psychologist	.75	.78	24.27	12.64	27.69	15.40	24.20	12.66	27.98	15.96
Public Administrator	.76	.86	22.04	14.46	30.29	17.09	22.06	13.26	30.08	17.66
Public Relations Director	.83	.85	18.90	18.01	23.32	17.05	18.95	17.63	23.38	18.47
Purchasing Agent	.80	.84	36.24	15.66	36.22	16.14	35.36	14.97	36.04	16.12
R&D Manager	.86	.76	24.01	14.27	32.45	14.14	24.66	14.09	31.61	14.23
Radiologic Technologist	.76	.80	40.43	10.87	39.94	9.49	40.44	11.12	40.58	9.73
Realtor	.78	.85	36.04	13.51	34.32	15.07	36.19	13.06	34.31	15.56
Recreation Therapist	.76	.82	34.51	12.99	31.81	13.21	35.07	12.30	32.73	13.75
Registered Nurse	.78	.73	34.01	15.59	32.32	18.00	34.67	14.63	33.93	18.93
Rehabilitation Counselor	.78	.84	31.36	17.17	35.84	14.67	31.23	16.16	35.94	14.83
Religious/Spiritual Leader	.79	.85	5.17	24.75	21.19	20.44	6.32	23.91	20.87	20.79
Reporter	.87	.78	20.19	15.91	20.16	16.84	19.74	16.24	20.58	17.29

TABLE 52. OS RELIABILITY STATISTICS IN THE INTERNATIONAL SAMPLE *CONT'D*

Occupational Scale	Test-Retest Correlation		Test				Retest			
			Women		Men		Women		Men	
	Female	Male	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Respiratory Therapist	.73	.73	35.16	12.16	33.40	14.28	35.80	11.12	34.86	15.19
Restaurant Manager	.79	.74	34.54	14.43	34.37	10.33	34.71	13.38	34.50	10.89
Sales Manager	.78	.86	29.35	17.73	27.47	18.09	29.46	16.93	27.73	19.14
School Administrator	.80	.84	30.50	16.38	32.68	17.53	31.66	15.41	32.09	18.27
School Counselor	.80	.85	29.58	15.22	30.27	15.56	29.38	14.51	29.77	15.70
Science Teacher	.77	.76	22.68	16.26	28.96	14.50	24.57	15.48	29.40	14.74
Secondary School Teacher	.80	.83	29.02	15.32	35.48	15.64	29.12	14.29	35.70	15.98
Securities Sales Agent	.79	.85	28.43	16.06	23.12	21.70	28.60	15.25	23.16	22.80
Social Worker	.82	.79	29.78	14.50	28.47	11.26	29.38	14.35	29.31	10.60
Sociologist	.82	.80	18.40	19.44	25.10	17.79	19.72	17.78	24.65	18.33
Software Developer	.79	.77	39.21	13.60	42.23	13.19	40.34	12.99	41.01	13.44
Special Education Teacher	.81	.77	27.56	13.43	36.81	15.35	27.81	13.97	37.29	15.39
Speech Pathologist	.78	.79	40.99	14.08	36.35	12.72	38.90	14.06	36.81	12.46
Technical Sales Representative	.77	.86	35.63	14.02	37.91	14.73	36.56	13.58	38.08	15.39
Technical Support Specialist	.78	.78	43.58	13.31	44.53	13.10	44.51	12.59	43.58	13.68
Technical Writer	.79	.74	28.51	16.76	33.43	11.05	30.25	16.21	33.46	11.74
Top Executive, Business/Finance	.79	.85	32.87	15.60	30.23	19.17	32.71	14.38	29.66	20.10
Training & Development Specialist	.79	.86	30.44	15.05	34.00	15.93	30.34	13.90	34.36	16.28
Translator	.84	.79	34.73	13.32	37.06	8.75	34.24	13.66	37.20	9.10
University Administrator	.82	.86	31.20	15.85	31.65	14.58	31.04	14.69	31.72	15.20
University Faculty Member	.68	.79	33.86	10.88	29.27	13.61	34.45	10.50	29.62	14.02
Urban & Regional Planner	.75	.84	30.22	17.15	35.27	11.54	31.35	16.12	35.14	12.00
Veterinarian	.85	.67	25.78	15.55	24.91	16.15	27.03	15.00	26.40	15.84
Vocational Agriculture Teacher	.76	.74	24.59	12.13	28.55	9.12	25.53	12.43	28.50	8.99
Wholesale Sales Representative	.76	.85	33.06	15.49	37.31	15.07	33.34	15.10	37.26	15.83

Note: Test-retest  $n = 309$  (135 women and 174 men); time between administrations = 1–7 weeks.

## VALIDITY OF THE OSs

The validity of the OSs was also evaluated by examining the relationships among the OSs within each of the six RIASEC Themes. Finding stronger relationships among scales with the same Theme, rather than among all OSs together, provides evidence of discriminate validity for the OSs. Results of this analysis are presented in the following section.

## Correlations Among the OSs

Table 53 presents the correlations among the OSs by RIASEC Theme for women and men in the International Sample. The median correlations among the female OSs ranged from .39 for Conventional to .63 for Investigative. These are comparable to the numbers reported for the GRS, where the medians ranged from .39 (Realistic, Social, and Conventional) to .57 (Artistic) for women. Median correla-

**TABLE 53. OS CORRELATIONS WITHIN  
THEME AND OVERALL FOR WOMEN AND  
MEN IN THE INTERNATIONAL SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.43	.41
Investigative	.63	.55
Artistic	.48	.51
Social	.57	.69
Enterprising	.45	.60
Conventional	.39	.66
Overall	.24	.27

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

tions for men in the International Sample ranged from .41 for Conventional to .69 for Social, while the median correlations for men in the GRS ranged from .27 (Conventional) to .58 (Investigative). Finally, the overall median correlations across all OSs for the International Sample were .25 and .28 for women and men, respectively. These are somewhat higher than overall correlations reported for the GRS, which were .05 for women and .07 for men. Taken together, the results found for the International Sample suggest that OSs within the same Theme are related to a greater extent than are OSs overall.

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## PERSONAL STYLE SCALES

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The Personal Style Scales (PSSs), first introduced in the 1994 *Strong Interest Inventory* assessment and further revised in 2004, measure preferences for and comfort with broad styles of living and working. Each scale includes a style description at both ends of a continuum, with scores indicating an individual's preference for one style over the other. The PSSs complement the traditional vocation scales by enabling individuals to more effectively narrow choices and examine opportunities.

### INTERPRETATION OF THE PSSs

The five PSSs—Work Style, Learning Environment, Leadership Style, Risk Taking, and Team Orientation—are described below. Please refer to the *Strong Interest Inventory® Manual* (Donnay et al., 2005, pp. 135–141) for more detailed descriptions.

#### Work Style Scale

The Work Style scale distinguishes individuals who prefer to work with people (favoring the “Works with people” pole) from those who prefer working with ideas, data, or things (favoring the “Works with ideas/data/things” pole). Those who prefer people-focused work endorse *Strong* instrument items that represent people-oriented occupations and activities, including some items that refer to relating to others as helpers. The item “Can smooth out disagreements between people” clearly differentiates those who prefer to work with people from those who prefer to work alone. However, items that imply contact with others without directly involving a helping function (e.g., “Planning a large party”) also favor the “Works with people” pole of the scale. Those who prefer working alone (favoring the “Works with ideas/data/things” pole), in contrast, endorse items in those particular domains. They tend to like scientific and technical activities, see themselves as having mechanical ingenuity, and endorse items such as “Author of technical books.”

#### Learning Environment Scale

The Learning Environment scale differentiates people who prefer academic learning environments (favoring the “Academic” pole) from those who prefer more practical-oriented, tactile learning situations (favoring the “Practical” pole). Peo-

ple who prefer to learn in academic settings tend to express cultural, verbal, and research interests as well as an interest in teaching itself. People who prefer to learn in more practical settings tend to express interest in healthcare service, technical, protective service, and office-related activities. The Learning Environment scale reflects whether an individual is more comfortable in a practical or an academic learning setting. However, it is not an indicator of whether the person will be successful in one setting or the other.

#### Leadership Style Scale

One pole of the Leadership Style scale reflects a preference for meeting, directing, persuading, and leading other people (favoring the “Directs others” pole). People who score toward this pole tend to enjoy moving readily and gregariously into interpersonal settings and like to take the initiative and take charge in an organizational setting. People who score toward the opposite pole—“Leads by example”—tend not to be comfortable taking charge of others directly. They prefer to do a task themselves rather than direct others to do it. They may lead by example rather than by giving directions. There are no substantial gender differences on the Leadership Style scale. The means for women and men are virtually identical.

#### Risk Taking Scale

The content of the Risk Taking scale is a mix of physically risky activities, such as auto racing, and other more general items about risk taking, such as investing money in the stock market. This scale was first developed by Campbell, Borgen, Eastes, Johansson, and Peterson in 1968, so considerable experience and knowledge have been gained concerning its implications and counseling use (Campbell, 1971; Douce & Hansen, 1988; Hansen, 1992; Hansen & Campbell, 1985).

#### Team Orientation Scale

The Team Orientation scale reflects a preference for engaging in team-based activities (favoring the “Accomplishes tasks as a team” pole) versus individual activities (favoring the “Accomplishes tasks independently” pole). Those who score toward the “Accomplishes tasks as a team” pole enjoy working with others and collaborating on team goals. High scores on the Team Orientation scale are often associated with high scores



**TABLE 54. PSS MEANS AND STANDARD DEVIATIONS BY GENDER IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	Women		Men	
	Mean	SD	Mean	SD
Work Style	54.24	8.67	47.65	8.01
Learning Environment	46.06	9.07	47.51	8.37
Leadership Style	47.25	11.10	49.69	10.73
Risk Taking	46.97	9.85	53.26	9.33
Team Orientation	49.08	11.83	50.01	10.67

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

on the Social and Enterprising GOTs, and on BISs such as Human Resources & Training, Management, and Marketing & Advertising.

## INTERNATIONAL SAMPLE NORMS OF THE PSSs

The mean score for the PSSs is 50 (*SD* is 10) for people in general. A score of 45 or below identifies one pole of a PSS, while a score of 55 or above identifies the other pole of the scale. Midrange scores (46–54) occur for individuals with no predominant preference for one pole or the other. Table 54 presents the standardized scores for each of the five PSSs. Means, standard deviations, and interpretive categories are listed separately for women and men. Results were similar to those reported for the GRS. Women in both the International Sample and the GRS scored highest on the Work Style scale, while men in both the International Sample and the GRS scored highest on the Risk Taking scale.

The largest mean score differences between women in the GRS and women in the individual language samples were on the Leadership Style scale for the European English and European Spanish samples and the Learning Environment scale for the French and German samples. On both PSSs, women scored higher in the individual language samples. In contrast, women in the Latin American Spanish sample scored lower on the Risk Taking scale than did women in the GRS. The largest mean score differences for men in the European English, French, German, and European Spanish samples were on the Learning Environment scale, where men scored higher in the individual language samples. Finally, men in the Latin American Spanish sample scored lower on the Leadership Style scale than did men in the GRS.

## RELIABILITY OF THE PSSs

Both internal consistency and test-retest reliability were examined for the PSSs. Internal consistency reliabilities (Cronbach's alphas) are shown in Table 55. These alphas are high for each of the five scales. Alphas ranged from .83 for the Risk Taking and Team Orientation scales to .90 for the Work Style scale. Cronbach's alphas reported for the GRS in the *Strong* manual (Donnay et al., 2005) range from .82 for the Risk Taking scale to .87 for the Leadership Style scale. Test-retest reliabilities are presented in Table 56. Reliability coefficients ranged from .69 to .87 over a seven-week period. The means and standard deviations for each administration are shown as well. Although a bit smaller, the pattern of correlations is relatively similar to that reported in the *Strong* manual, where correlations ranged from .74 to .91.

Personal Style Scale alphas for the language samples ranged from .80 for the Risk Taking scale (Latin American Spanish) and the Team Orientation scale (French) to .94 for the Learn-

**TABLE 55. INTERNAL CONSISTENCY RELIABILITIES FOR THE PSSs IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.90
Learning Environment	41	.93
Leadership Style	16	.89
Risk Taking	10	.83
Team Orientation	9	.83

Note: N = 3,562.

**TABLE 56. PSS TEST-RETEST RELIABILITIES IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.85	50.46	9.19	49.98	8.85
Learning Environment	.87	47.90	8.54	47.20	8.40
Leadership Style	.81	49.21	11.67	48.79	11.08
Risk Taking	.79	50.70	10.66	51.16	10.08
Team Orientation	.69	50.85	11.41	49.29	11.35

Note: Test-retest  $n = 309$  (135 women and 174 men); time between administrations = 1–7 weeks.

**TABLE 57. INTERCORRELATIONS BETWEEN THE PSSs IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.15	.42	.01	.33
Learning Environment	.15	—	.59	.28	.35
Leadership Style	.42	.59	—	.57	.64
Risk Taking	.01	.28	.57	—	.40
Team Orientation	.33	.35	.64	.40	—

Note:  $N = 3,562$ .

ing Environment scale (German). Test-retest reliability coefficients ranged from .45 for the Team Orientation scale (European Spanish) to .93 for the Work Style scale (Latin American Spanish) and the Learning Environment scale (French).

## VALIDITY OF THE PSSs

The validity of the PSSs was also examined through the intercorrelations between the five PSSs and through the correlations between the PSSs and the other scales of the *Strong* assessment (i.e., the GOTs, the BISs, and the OSs). Results of these analyses are presented in the following sections.

### Intercorrelations Between the PSSs

The intercorrelations of the five PSSs are shown in Table 57 for the overall International Sample and by gender in Table

58. The largest correlation is between Leadership Style and Team Orientation both for women and men. In the GRS, the largest correlation for both women and men was Leadership Style and Team Orientation as well.

Correlations for the individual language samples generally revealed patterns of relationships similar to those in the GRS. The largest differences for each of the language samples included the following relationships: Leadership Style and Risk Taking for women in the European English, French, German, and European Spanish samples; Learning Environment and Work Style for women in the Latin American Spanish sample; Team Orientation and Risk Taking for men in the European English and French samples; Learning Environment and Risk Taking for men in the German and Latin American Spanish samples; and Work Style and Risk Taking for men in the European Spanish sample.

**TABLE 58. INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.13	.45	.08	.38
Learning Environment	.27	—	.57	.27	.32
Leadership Style	.54	.61	—	.56	.61
Risk Taking	.22	.27	.57	—	.38
Team Orientation	.37	.38	.67	.44	—

Note:  $N = 3,562$ . For correlations above the diagonal, women  $n = 1,847$ ; below the diagonal, men  $n = 1,713$  (2 did not indicate gender).

## Relationships Between the PSSs, the GOTs, and the BISs

The relationships between the PSSs and both the GOTs and BISs are shown in Table 59. The correlations illustrate how the PSSs fit into the theoretical structure established for the six Holland Themes and how they link to the BISs as well. Some parallels between correlations within this table are expected, as the BISs often measure specific content that is more broadly measured by the GOTs.

As shown, clear patterns exist between scales. For instance, Risk Taking has a strong relationship with the Realistic GOT and all of the BISs grouped under that Theme as well. Additionally, Leadership Style is related to the Enterprising Theme and the BISs grouped under that Theme.

## Relationship Between the PSSs and the OSs

To further examine the validity of the PSSs, they were also correlated with the OSs. Relationships found between scales were as expected and similar to those reported in the *Strong* manual. Results, shown in Tables 60–64, clearly support the validity of the PSSs. For example, the Work Style scale is positively related to the male Special Education Teacher OS (special education teachers are likely to score toward the “Works with people” pole) and negatively related to the male Geologist OS (geologists are likely to score toward the “Works with ideas/data/things” pole). Moreover, the Learning Environment scale is positively related to the female Psychologist OS (psychologists are likely to score toward the “Academic” pole) and negatively related to the Production Worker OS (production workers are likely to score toward the “Practical” pole).

**TABLE 59. CORRELATIONS BETWEEN THE PSSs, THE GOTs, AND THE BISs FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Basic Interest Scale by Theme	Personal Style Scale by Gender									
	Work Style		Learning Environment		Leadership Style		Risk Taking		Team Orientation	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b><i>Realistic</i></b>	-.05	.01	.21	.16	.43	.43	.78	.78	.33	.39
Mechanics & Construction	-.14	-.11	.16	.13	.36	.35	.63	.58	.27	.33
Computer Hardware & Electronics	-.13	-.20	.15	.08	.30	.25	.49	.41	.29	.33
Military	.01	.08	.06	.07	.36	.37	.65	.63	.22	.25
Protective Services	.12	.25	.08	.06	.44	.45	.77	.76	.33	.34
Nature & Agriculture	.08	.19	.26	.24	.36	.39	.50	.53	.31	.31
Athletics	.15	.32	.21	.24	.41	.42	.66	.64	.33	.35
<b><i>Investigative</i></b>	-.12	-.02	.37	.44	.41	.48	.58	.58	.37	.41
Science	-.17	-.09	.29	.34	.32	.37	.53	.51	.28	.31
Research	.00	.11	.50	.54	.60	.65	.61	.61	.49	.56
Medical Science	.05	.20	.12	.26	.32	.43	.53	.58	.27	.31
Mathematics	-.06	.00	.25	.31	.34	.39	.43	.44	.30	.35
<b><i>Artistic</i></b>	.22	.41	.65	.64	.56	.58	.55	.53	.35	.35
Visual Arts & Design	.09	.27	.53	.51	.45	.49	.53	.52	.31	.33
Performing Arts	.23	.39	.57	.59	.52	.54	.51	.47	.36	.34
Writing & Mass Communication	.24	.42	.65	.67	.58	.61	.46	.49	.37	.38
Culinary Arts	.38	.37	.26	.32	.44	.51	.31	.43	.38	.43
<b><i>Social</i></b>	.69	.70	.38	.47	.64	.70	.48	.54	.49	.51
Counseling & Helping	.54	.60	.37	.46	.66	.69	.42	.50	.52	.53
Teaching & Education	.64	.64	.41	.53	.46	.58	.36	.45	.37	.43
Human Resources & Training	.55	.58	.41	.44	.80	.82	.50	.54	.65	.69
Social Sciences	.26	.44	.64	.65	.65	.69	.56	.54	.47	.49
Religion & Spirituality	.18	.37	.33	.31	.39	.42	.39	.35	.19	.22
Healthcare Services	.23	.38	-.03	.15	.29	.44	.43	.54	.26	.31
<b><i>Enterprising</i></b>	.42	.51	.34	.36	.75	.78	.65	.65	.53	.57
Marketing & Advertising	.39	.48	.32	.34	.70	.73	.60	.62	.51	.53
Sales	.33	.44	.08	.11	.51	.53	.56	.55	.37	.37
Management	.42	.47	.33	.37	.72	.74	.59	.57	.51	.56
Entrepreneurship	.26	.26	.35	.37	.60	.64	.57	.59	.47	.56
Politics & Public Speaking	.25	.46	.60	.62	.78	.79	.55	.51	.39	.45
Law	.25	.40	.26	.35	.54	.59	.56	.57	.35	.38
<b><i>Conventional</i></b>	.14	.27	.09	.17	.43	.49	.54	.59	.39	.43
Office Management	.26	.40	-.02	.14	.35	.48	.33	.45	.36	.41
Taxes & Accounting	.02	.17	.08	.16	.32	.40	.42	.46	.29	.35
Programming & Information Systems	.00	-.01	.24	.22	.38	.34	.46	.42	.36	.37
Finance & Investing	.12	.23	.33	.31	.56	.55	.65	.65	.40	.45

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

**TABLE 60. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN WORK STYLE PSS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Work Style PSS	Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
"Works with people" pole	Community Service Director	.77	Special Education Teacher	.80
	Elementary School Teacher	.70	Career Counselor	.71
	Social Worker	.69	School Counselor	.70
	School Counselor	.68	Speech Pathologist	.68
	Secondary School Teacher	.67	University Administrator	.68
	Special Education Teacher	.67	Human Resources Specialist	.67
	Middle School Teacher	.64	Human Resources Manager	.67
	Career Counselor	.64	Middle School Teacher	.66
	Rehabilitation Counselor	.58	Elementary School Teacher	.66
	Speech Pathologist	.57	Business Education Teacher	.66
"Works with ideas/data/things" pole	Veterinarian	-.35	Farmer/Rancher	-.41
	Physician	-.40	Physicist	-.42
	Forester	-.41	Engineering Technician	-.46
	Physicist	-.42	Chemist	-.49
	Biologist	-.45	Carpenter	-.49
	Medical Illustrator	-.46	Biologist	-.49
	Mathematician	-.48	Electrician	-.52
	Chemist	-.53	Automobile Mechanic	-.53
	Geologist	-.57	Mathematician	-.53
	R&D Manager	-.62	Geologist	-.72

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 61. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN LEARNING ENVIRONMENT PSS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Learning Environment PSS	Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
"Academic" pole	Editor	.74	Urban & Regional Planner	.76
	Psychologist	.73	English Teacher	.73
	ESL Instructor	.72	Editor	.72
	Arts/Entertainment Manager	.71	Public Administrator	.72
	Translator	.71	ESL Instructor	.71
	Sociologist	.69	University Faculty Member	.70
	Technical Writer	.69	Training & Development Specialist	.69
	Attorney	.69	University Administrator	.69
	English Teacher	.69	Sociologist	.69
	Librarian	.68	Psychologist	.68
"Practical" pole	Automobile Mechanic	-.39	Vocational Agriculture Teacher	-.50
	Military Enlisted	-.40	Emergency Medical Technician	-.59
	Health Information Specialist	-.44	Law Enforcement Officer	-.61
	Cosmetologist	-.48	Landscape Grounds Manager	-.63
	Emergency Medical Technician	-.52	Electrician	-.67
	Medical Technician	-.56	Military Enlisted	-.69
	Optician	-.58	Optician	-.72
	Radiologic Technologist	-.64	Radiologic Technologist	-.74
	Farmer/Rancher	-.79	Farmer/Rancher	-.77
	Production Worker	-.80	Automobile Mechanic	-.79

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 62. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN LEADERSHIP STYLE PSS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Leadership Style PSS	Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
"Directs others" pole	Human Resources Manager	.86	Top Executive, Business/Finance	.85
	Training & Development Specialist	.85	Human Resources Manager	.84
	Top Executive, Business/Finance	.84	Marketing Manager	.84
	Marketing Manager	.83	Human Resources Specialist	.83
	University Administrator	.83	Training & Development Specialist	.82
	Elected Public Official	.82	Public Administrator	.81
	Instructional Coordinator	.81	Elected Public Official	.80
	Operations Manager	.81	School Administrator	.80
	Sales Manager	.80	Operations Manager	.79
	Wholesale Sales Representative	.79	Sales Manager	.79
"Leads by example" pole	Financial Analyst	-.19	Carpenter	-.37
	Cosmetologist	-.20	Artist	-.38
	Forester	-.20	Mathematician	-.40
	Respiratory Therapist	-.20	Electrician	-.42
	Medical Illustrator	-.27	Landscape/Grounds Manager	-.42
	Artist	-.41	Geologist	-.45
	Radiologic Technologist	-.46	Biologist	-.49
	Production Worker	-.48	Automobile Mechanic	-.58
	Medical Technician	-.48	Radiologic Technologist	-.58
	Farmer/Rancher	-.53	Farmer/Rancher	-.61

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 63. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN RISK TAKING PSS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Risk Taking PSS	Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
"Takes chances" pole	Firefighter	.75	Personal Financial Advisor	.71
	Technical Sales Representative	.73	Financial Analyst	.70
	Law Enforcement Officer	.73	Sales Manager	.69
	Military Officer	.72	Securities Sales Agent	.69
	Realtor	.68	Technical Sales Representative	.68
	Sales Manager	.68	Accountant	.68
	Wholesale Sales Representative	.66	Wholesale Sales Representative	.67
	Urban & Regional Planner	.65	Physical Therapist	.67
	Engineer	.65	Auditor	.66
	Engineering Technician	.65	Loan Officer/Counselor	.66
"Plays it safe" pole	Photographer	-.10	Geologist	-.23
	Musician	-.12	Radiologic Technologist	-.23
	Speech Pathologist	-.13	Interior Designer	-.26
	Advertising Account Manager	-.14	Translator	-.27
	Medical Technician	-.16	Graphic Designer	-.28
	Financial Analyst	-.20	Musician	-.29
	Buyer	-.25	Mathematician	-.33
	Production Worker	-.40	Farmer/Rancher	-.41
	Farmer/Rancher	-.43	Biologist	-.44
	Artist	-.47	Artist	-.48

Note: *N* = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

**TABLE 64. TEN HIGHEST AND LOWEST CORRELATIONS BETWEEN TEAM ORIENTATION PSS AND OS SCORES FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Team Orientation PSS	Female Occupational Scale	Women <i>r</i>	Male Occupational Scale	Men <i>r</i>
"Accomplishes tasks as a team" pole	Human Resources Specialist	.70	Top Executive, Business/Finance	.64
	Business/Finance Supervisor	.66	Management Analyst	.62
	Operations Manager	.65	Human Resources Manager	.62
	Human Resources Manager	.64	Operations Manager	.62
	Management Analyst	.64	Human Resources Specialist	.60
	Training & Development Specialist	.63	Marketing Manager	.59
	University Administrator	.62	Training & Development Specialist	.58
	Computer/Mathematics Manager	.61	Business/Finance Supervisor	.58
	Top Executive, Business/Finance	.61	Computer/Mathematics Manager	.57
	Personal Financial Advisor	.59	Wholesale Sales Representative	.56
"Accomplishes tasks independently" pole	Financial Analyst	-.10	Electrician	-.17
	Photographer	-.11	Graphic Designer	-.20
	Musician	-.12	Mathematician	-.22
	Forester	-.12	Geologist	-.26
	Medical Technician	-.18	Automobile Mechanic	-.29
	Radiologic Technologist	-.20	Landscape/Grounds Manager	-.30
	Medical Illustrator	-.24	Radiologic Technologist	-.30
	Production Worker	-.27	Artist	-.33
	Farmer/Rancher	-.33	Biologist	-.34
	Artist	-.36	Farmer/Rancher	-.37

Note: *N* = 3,562. (1,847 women and 1,713 men; 2 did not indicate gender). Ten highest correlations are shaded; 10 lowest correlations are not shaded.

## Relationship Between the PSSs and the MBTI® Continuous Scores

The validity of the PSSs was also examined by correlating the scales with the MBTI preferences of the Extraversion–Introversion, Sensing–Intuition, Thinking–Feeling, and Judging–Perceiving dichotomies. Results, which are largely similar to those found by previous researchers (Hammer & Kummerow, 1996; Kahn, Nauta, Gailbreath, Tipps, & Chartrand, 2002; Myers et al., 1998), are as follows:

- Extraversion was related to the "Works with people" pole of the Work Style scale, the "Directs others" pole of the Leadership Style scale, the "Takes Chances" pole of the Risk Taking scale, and the "Accomplishes tasks as a team" pole of the Team Orientation scale.
- Intuition was related to the "Academic" pole of the Learning Environment scale, the "Directs others" pole of the Leadership Style scale, and the "Takes chances" pole of the Risk Taking scale.
- Feeling was related to the "Works with people" pole of the Work Style scale.
- Perceiving was related to the "Takes chances" pole of the Risk Taking scale.

Refer to Table 65 for all correlations between the BISs and the MBTI preferences. Correlations presented in Table 65 reflect the relationships found between the two instruments for a subsample of the International Sample. Correlations for each of the individual language samples are provided in appendixes A–E. A similar pattern of correlations was found across the five languages.



**TABLE 65. CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES  
IN THE INTERNATIONAL SAMPLE**

Personal Style Scale	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Work Style	–.28	.06	.34	.03
Learning Environment	–.11	.40	–.12	.10
Leadership Style	–.33	.19	–.09	.07
Risk Taking	–.14	.14	–.11	.15
Team Orientation	–.21	.06	.02	.05

*Note:*  $n = 491$  (European English  $n = 94$ , French  $n = 104$ , German  $n = 128$ , Latin American Spanish  $n = 61$ , European Spanish  $n = 104$ ).  
Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

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## ADMINISTRATIVE INDEXES

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The administrative indexes provide a summary of an individual's responses to the different sections of the *Strong* assessment. This information can aid career professionals in interpretation of a client's *Strong* results. The 2004 version of the *Strong* has three types of administrative indexes that are reported on the Profile. These include item response percentages, a total responses index, and a typicality index. Each type of index is described below.

### ITEM RESPONSE PERCENTAGES

The item response percentages index comprises five measures, one for each of the response options on the *Strong* assessment (see chapter 4 of the *Strong* manual [Donnay et al., 2005] for a further discussion of the response options used on the 2004 *Strong* assessment). Each of the measures shows the percentage of responses **made** using the various response options. For example, the "Strongly Like" component of the index reflects the percentage of responses on the inventory that were either "Strongly Like" (used in sections 1 through 5) or "Strongly Like Me" (used in section 6). These values reflect the respondent's response style when completing the inventory. In addition to the item response percentages for the entire inventory, similar measures are also computed for each of the six sections that make up the *Strong* assessment. These are reported for the career professional to aid in interpretation but are not used for additional analyses or identification of unusual or irregular response profiles.

### Normal Response Ranges

Table 66 shows the means and standard deviations for the entire inventory (total percentage) as well as the response percentages for each of the six sections of the *Strong* assessment. Mean scores for the GRS are reported in the *Strong* manual. A range of 2 standard deviations above and below the GRS mean score reflects normal responding. For additional interpretive guidance, Table 67 shows the upper and lower bounds of normal ranges of possible response percentages. The interpretive categories are again based on the 2004 U.S. General

Representative Sample. Figures 1–5 also show the distribution of response percentages of the entire inventory for women and men in the International Sample. These figures are very similar to those reported for the GRS in the 2005 *Strong* manual. As shown, respondents made the most use of the "Indifferent," "Like," and "Dislike" response options.

### TOTAL RESPONSES INDEX

One indicator of response problems that has been used historically on the *Strong* assessment, and is continued here, is the total responses index. "Total Responses" represents the number of item responses on the answer sheet recognized by the scanning software, or entered and recorded on the Internet site. Since the *Strong* instrument has 291 items, if every item were answered, the response total would be 291. A few answers may be omitted without appreciably affecting the scoring, but if the total responses index drops below 276, reports will not be generated. The average total responses index for the overall International Sample was 289.

### TYPICALITY INDEX

The typicality index is the result of a multipart computation that provides the career professional with a quick check for potentially invalid or unusual responses. It identifies response profiles that appear to be random and those that appear to be outside the normal range of responses, or both. Potential concerns along with suggestions regarding the apparent issue are provided on the last page of the Profile. A detailed description of the computation process and use of the typicality index is provided in the *Strong* manual. In short, however, a score of 17 or greater indicates that the combination of item responses appears consistent, while a score of less than 17 indicates that the combination of item responses appears inconsistent. The average typicality index for the International Sample was 22, thus suggesting responses were consistent across participants.

**TABLE 66. AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND EACH SECTION FOR WOMEN AND MEN IN THE INTERNATIONAL SAMPLE**

Section	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Entire Inventory	Women	11.87	12.19	22.69	12.72	25.02	16.77	17.58	14.82	22.84	21.48
	Men	11.47	13.05	25.72	14.52	30.83	19.11	16.32	13.58	15.66	19.42
	Combined	11.67	12.61	24.14	13.70	27.83	18.19	16.98	14.25	19.38	20.82
Occupations	Women	8.87	11.03	18.42	12.99	24.36	19.97	20.17	19.22	28.18	26.70
	Men	8.53	11.11	20.64	14.91	30.67	22.20	19.57	17.83	20.59	24.50
	Combined	8.70	11.07	19.48	13.99	27.41	21.33	19.88	18.57	24.52	25.94
Subject Areas	Women	11.98	14.03	22.49	15.69	24.81	19.96	18.06	18.74	22.66	25.80
	Men	11.37	14.82	25.04	17.61	31.35	22.70	16.83	17.74	15.40	22.93
	Combined	11.69	14.41	23.71	16.69	27.96	21.58	17.47	18.28	19.16	24.72
Activities	Women	13.67	15.42	26.44	16.18	25.13	18.28	15.62	15.11	19.14	20.87
	Men	13.91	17.20	30.15	17.83	30.62	20.88	13.52	13.34	11.80	18.09
	Combined	13.79	16.30	28.22	17.09	27.78	19.79	14.61	14.32	15.60	19.92
Leisure Activities	Women	17.64	16.19	24.06	15.61	20.15	16.53	15.47	14.92	22.67	21.12
	Men	14.50	16.70	28.62	18.18	27.20	19.46	14.69	14.03	14.99	19.33
	Combined	16.12	16.51	26.25	17.04	23.56	18.37	15.10	14.51	18.97	20.64
People	Women	10.41	16.20	23.09	19.38	37.37	25.83	13.83	15.24	15.30	20.37
	Men	10.47	16.89	25.91	19.84	39.85	25.14	12.92	14.01	10.85	17.29
	Combined	10.43	16.53	24.44	19.65	38.59	25.54	13.39	14.66	13.15	19.07
Your Characteristics <sup>a</sup>	Women	14.32	19.89	34.48	22.91	26.29	21.45	15.83	17.35	9.08	16.71
	Men	16.21	21.75	38.71	23.89	27.34	23.05	12.53	14.74	5.21	13.43
	Combined	15.24	20.83	36.53	23.48	26.79	22.23	14.24	16.22	7.21	15.34

Note: N = 3,562 (1,847 women and 1,713 men; 2 did not indicate gender).

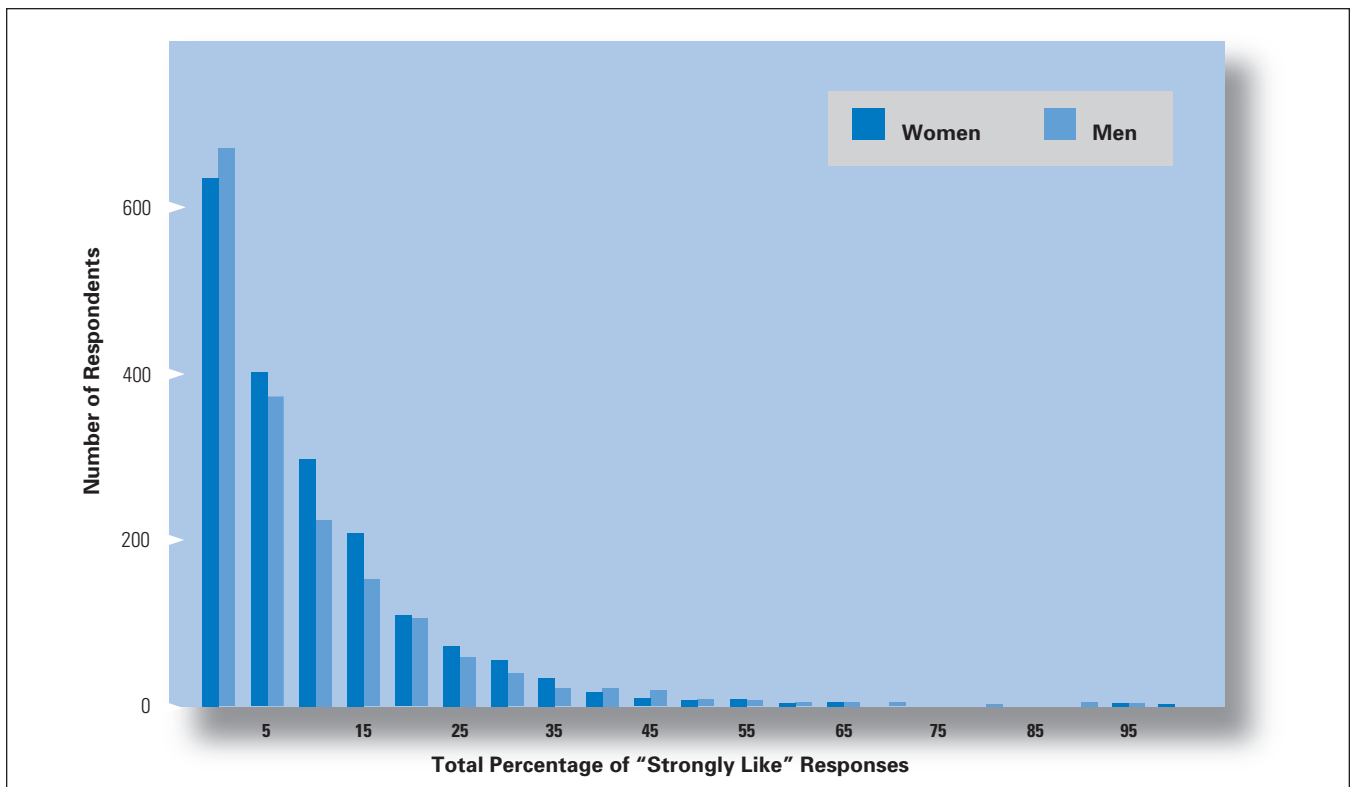
<sup>a</sup> Response options in section 6 (the "Your Characteristics" section)—"Strongly Like Me," "Like Me," "Don't Know," "Unlike Me," "Strongly Unlike Me"—differ from response options in others sections of the *Strong* items.

**TABLE 67. NORMAL RANGES OF POSSIBLE RESPONSE PERCENTAGES  
FOR WOMEN AND MEN IN THE GRS**

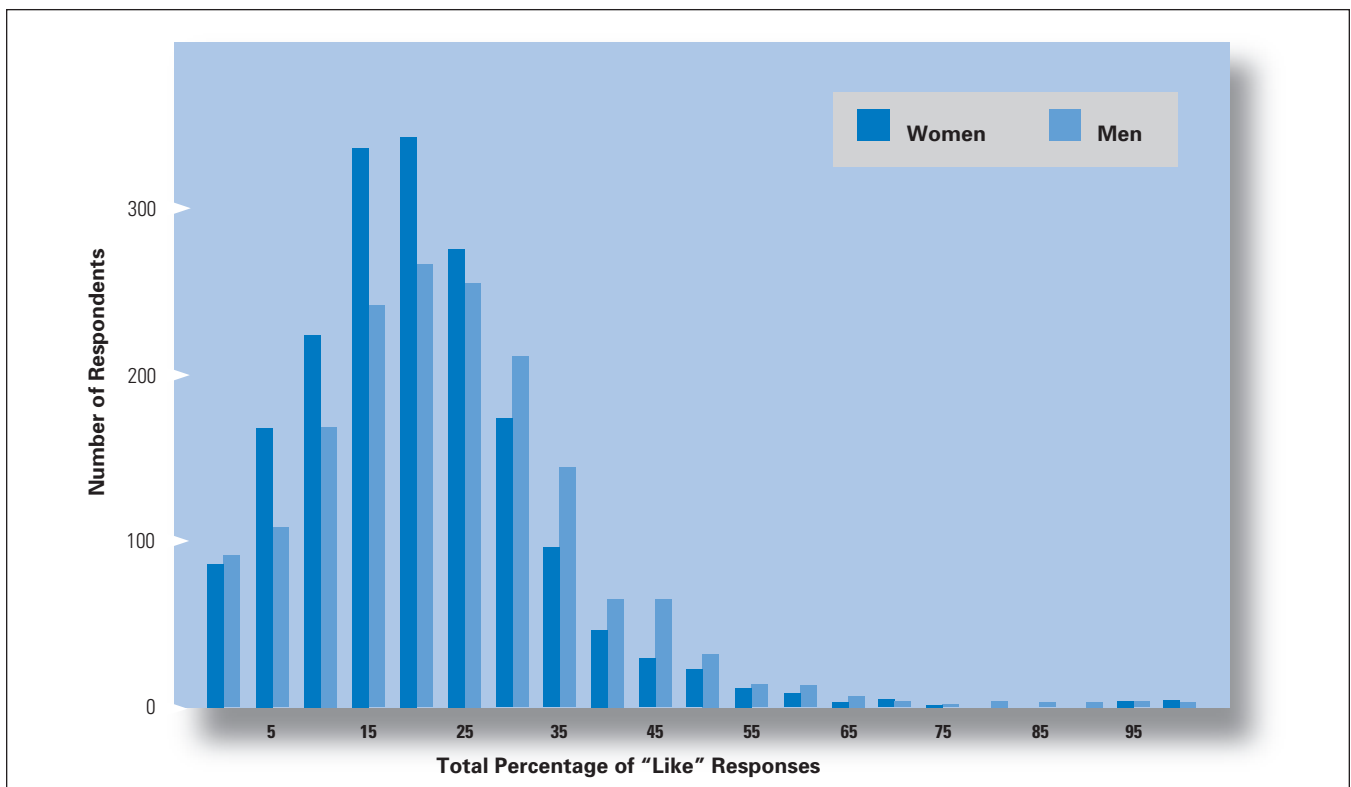
Section	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
Entire Inventory	Women	0.00	27.21	4.78	41.46	4.22	42.83	0.00	37.55	0.00	60.27
	Men	0.00	27.31	5.64	44.54	6.78	46.23	0.00	39.99	0.00	49.96
	Combined	0.00	27.26	5.10	43.10	5.28	44.75	0.00	38.88	0.00	55.81
Occupations	Women	0.00	20.02	0.00	35.07	0.00	43.70	0.00	48.96	0.00	83.69
	Men	0.00	19.95	0.00	37.84	0.00	47.81	0.00	51.45	0.00	72.98
	Combined	0.00	19.98	0.00	36.52	0.00	45.95	0.00	50.39	0.00	78.98
Subject Areas	Women	0.00	35.27	0.00	50.35	0.00	49.81	0.00	42.67	0.00	65.75
	Men	0.00	33.99	0.00	53.00	0.02	56.45	0.00	46.56	0.00	54.15
	Combined	0.00	34.66	0.00	51.72	0.00	53.46	0.00	44.73	0.00	60.58
Activities	Women	0.00	35.83	3.13	51.21	1.97	48.39	0.00	37.13	0.00	50.75
	Men	0.00	36.14	4.43	54.88	3.99	52.19	0.00	39.90	0.00	39.97
	Combined	0.00	35.99	3.65	53.17	2.80	50.47	0.00	38.58	0.00	46.10
Leisure Activities	Women	0.00	44.77	0.00	52.85	0.00	45.55	0.00	39.36	0.00	54.79
	Men	0.00	40.27	0.91	56.55	0.00	50.97	0.00	42.22	0.00	44.87
	Combined	0.00	42.64	0.34	54.80	0.00	48.60	0.00	40.89	0.00	50.45
People	Women	0.00	36.16	0.00	62.50	0.00	75.22	0.00	45.23	0.00	43.43
	Men	0.00	38.07	0.00	63.64	0.00	71.24	0.00	43.78	0.00	31.88
	Combined	0.00	37.14	0.00	63.15	0.00	73.28	0.00	44.50	0.00	38.18
Your Characteristics <sup>a</sup>	Women	0.00	56.81	0.00	75.55	0.00	58.94	0.00	44.58	0.00	28.74
	Men	0.00	62.46	0.00	79.81	0.00	57.61	0.00	41.57	0.00	20.24
	Combined	0.00	59.75	0.00	77.81	0.00	58.29	0.00	43.15	0.00	24.88

Note: N = 2,250 (1,125 women and 1,125 men).

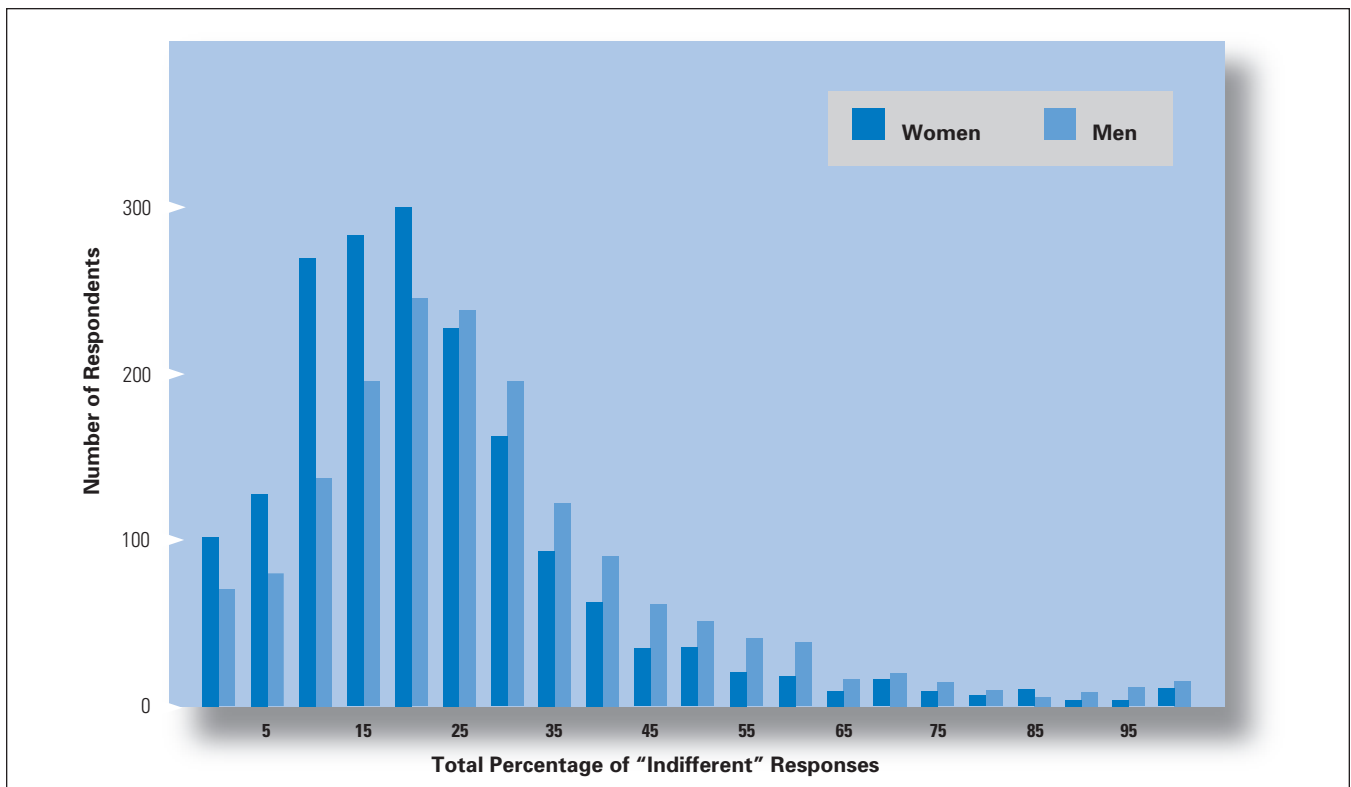
<sup>a</sup> Response options in section 6 (the "Your Characteristics" section)—"Strongly Like Me," "Like Me," "Don't Know," "Unlike Me," "Strongly Unlike Me"—differ from response options in others sections of the *Strong* items.



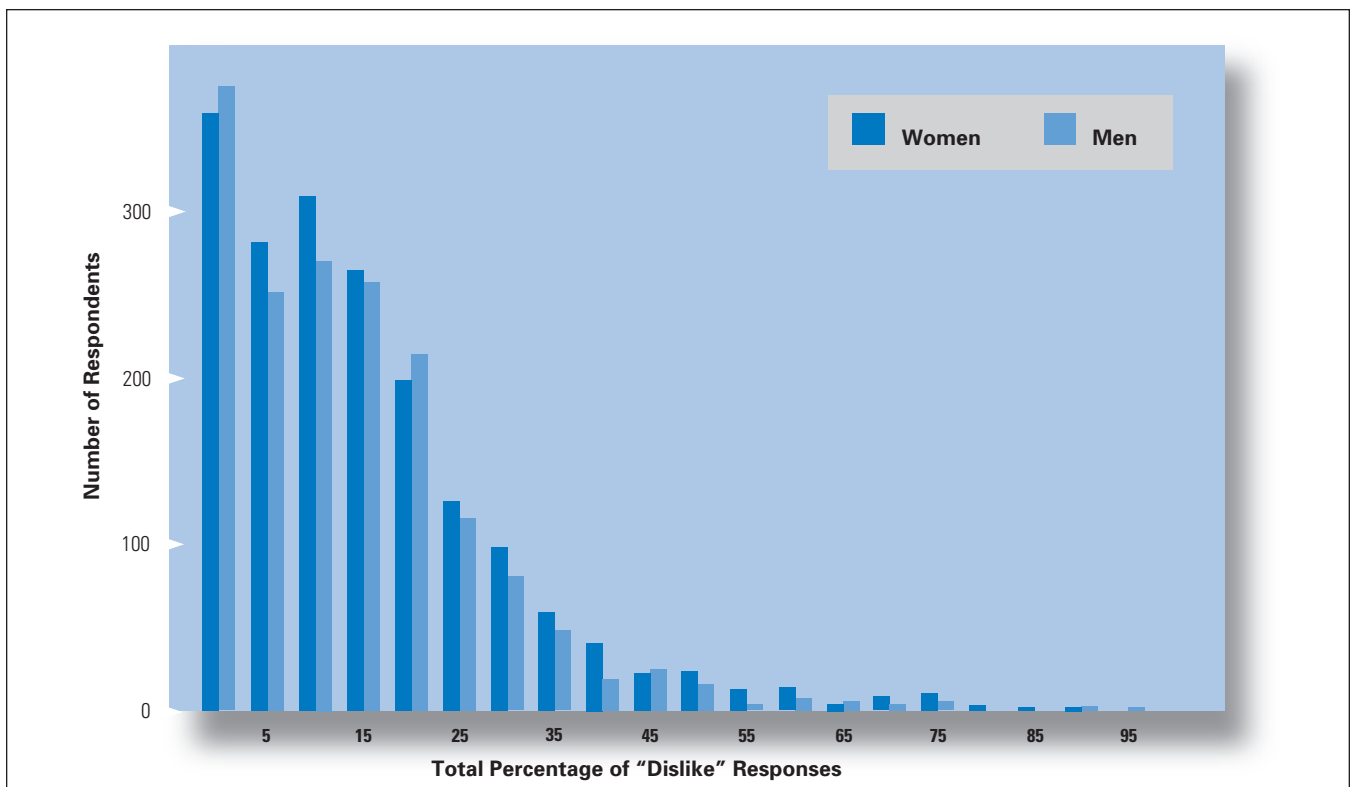
**Figure 1.** Distribution of "Strongly Like" Responses for Women and Men in the International Sample



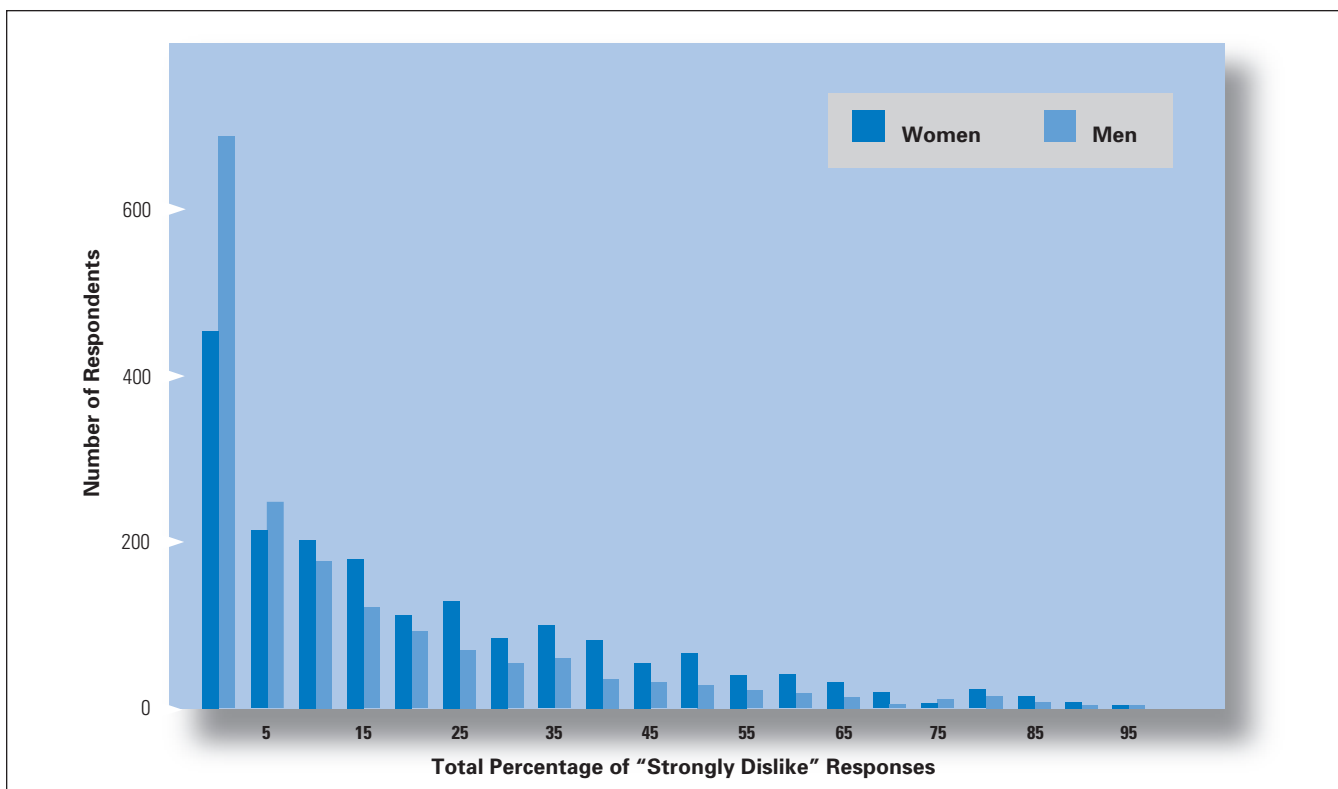
**Figure 2.** Distribution of "Like" Responses for Women and Men in the International Sample



**Figure 3.** Distribution of "Indifferent" Responses for Women and Men in the International Sample



**Figure 4.** Distribution of "Dislike" Responses for Women and Men in the International Sample



**Figure 5.** Distribution of "Strongly Dislike" Responses for Women and Men in the International Sample



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## CONCLUSION

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This technical brief summarizes the measurement properties of the *Strong Interest Inventory* assessment translated into European English, French, German, Latin American Spanish, and European Spanish. Results presented in this document suggest that the *Strong* assessment functions in a similar manner across all languages. Additionally, results were generally comparable to those reported for the U.S. General Representative Sample, a sample collected to mirror the U.S. population and used to norm the *Strong* assessment). The

consistency of these results speaks to the ability of the *Strong* to be used as a cross-cultural measure of an individual's career and leisure interests and preferences for various occupations and styles of learning, working, playing, and living. As the *Strong* assessment continues to grow, larger and more diverse samples will become available to the publisher, and the measurement properties of translated versions of the *Strong* will continue to be evaluated.

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## APPENDIXES

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Data were collected from respondents in the United Kingdom, France, Germany, Mexico, and Spain who completed the *Strong Interest Inventory*® assessment in European English, French, German, Latin American Spanish, and European Spanish, respectively. Respondents were at least 18 years of age and responded to at least 276 of the *Strong* items. Sample

sizes ranged from 636 to 863. The following appendixes (A–E) provide information on each of these samples. Mean scores, reliability coefficients (i.e., alphas), and validity coefficients (i.e., correlations with other instruments) of the GOTs, BISs, OSs, and PSSs are given for each sample.

## APPENDIX A: EUROPEAN ENGLISH SAMPLE

**TABLE A.1 GOT MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN ENGLISH SAMPLE**

GOT	Gender	Mean	SD
Realistic	Women	46.40	9.39
	Men	56.07	8.97
Investigative	Women	50.17	9.93
	Men	53.36	9.29
Artistic	Women	51.58	9.50
	Men	50.66	9.19
Social	Women	52.19	10.57
	Men	48.96	10.71
Enterprising	Women	47.65	10.24
	Men	50.02	10.31
Conventional	Women	52.44	11.62
	Men	56.39	10.64

Note:  $N = 652$  (346 women and 305 men; 1 did not indicate gender).

**TABLE A.2 GOT TEST-RETEST RELIABILITY STATISTICS—EUROPEAN ENGLISH SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.94	.82	51.18	9.81	52.38	9.52
Investigative	.93	.82	51.67	8.92	52.80	8.79
Artistic	.95	.76	50.15	8.58	51.14	8.54
Social	.94	.69	50.78	10.62	50.88	10.49
Enterprising	.93	.80	48.35	9.71	47.79	10.06
Conventional	.93	.80	56.01	9.98	55.59	10.46

Note: Cronbach's alpha  $N = 652$ , test-retest  $n = 46$ ; time between administrations = 1–7 weeks.

**TABLE A.3 INTERCORRELATIONS BETWEEN THE GOTs—EUROPEAN ENGLISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.66	.44	.34	.52	.55
Investigative	.66	—	.49	.43	.38	.54
Artistic	.44	.49	—	.59	.53	.30
Social	.34	.43	.59	—	.62	.44
Enterprising	.52	.38	.53	.62	—	.61
Conventional	.55	.54	.30	.44	.61	—

Note:  $N = 652$ .

**TABLE A.4 INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN—EUROPEAN ENGLISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.66	.50	.42	.53	.56
Investigative	.67	—	.46	.40	.36	.51
Artistic	.54	.57	—	.52	.55	.26
Social	.52	.54	.67	—	.60	.40
Enterprising	.53	.38	.53	.71	—	.58
Conventional	.52	.54	.39	.58	.64	—

Note:  $N = 652$ . For correlations above the diagonal, women  $n = 46$ ; below the diagonal, men  $n = 305$  (1 did not indicate gender).

**TABLE A.5 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES—EUROPEAN ENGLISH SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	–.02	–.16	–.23	.01
Investigative	.00	.02	–.08	–.05
Artistic	–.25	.39	.33	.10
Social	–.31	.15	.35	.00
Enterprising	–.31	.04	.07	.06
Conventional	–.06	–.20	–.01	–.12

Note:  $n = 94$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE A.6 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS—  
EUROPEAN ENGLISH SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.07	–.03	–.20	–.30	–.30	–.07
Expressive–Contained	–.03	–.07	–.27	–.27	–.29	–.10
Gregarious–Intimate	–.07	–.06	–.21	–.27	–.20	–.02
Active–Reflective	–.15	–.05	–.11	–.24	–.35	–.13
Enthusiastic–Quiet	.12	.08	–.12	–.14	–.17	.03
<b><i>S–N Facets</i></b>						
Concrete–Abstract	–.06	.08	.40	.17	.15	–.09
Realistic–Imaginative	–.14	–.01	.28	.09	.02	–.19
Practical–Conceptual	–.29	–.07	.26	–.03	–.15	–.23
Experiential–Theoretical	–.02	.03	.33	.18	.06	–.09
Traditional–Original	–.15	.04	.27	.04	–.04	–.25
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.22	–.11	.25	.26	.06	–.02
Reasonable–Compassionate	–.26	–.17	.25	.29	.01	–.04
Questioning–Accommodating	–.10	.04	–.06	.10	–.04	.02
Critical–Accepting	–.18	–.07	.24	.30	–.03	–.08
Tough–Tender	–.22	–.09	.23	.28	.07	–.05
<b><i>J–P Facets</i></b>						
Systematic–Casual	–.20	–.19	.06	–.03	.00	–.17
Planful–Open-Ended	.05	–.08	.03	–.07	.03	–.17
Early Starting–Pressure-Prompted	.02	–.08	.15	–.01	.13	.02
Scheduled–Spontaneous	.00	–.06	.10	–.01	.04	–.06
Methodical–Emergent	–.01	–.02	–.04	–.09	–.07	–.05

Note:  $n = 94$ .

**TABLE A.7 CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS—  
EUROPEAN ENGLISH SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	.10	–.08	–.01	.00	–.18
Investigative	.03	.01	.10	.03	–.11
Artistic	.08	.09	.03	.23	.07
Social	.15	.23	.03	.15	.00
Enterprising	.34	.07	.08	.27	–.13
Conventional	–.05	–.03	–.02	–.07	–.14

Note:  $n = 123$ .

**TABLE A.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	Gender	Mean	SD
<i>Realistic</i>			
Mechanics & Construction	Women	47.29	8.90
	Men	56.11	8.84
Computer Hardware & Electronics	Women	47.91	9.18
	Men	57.10	8.87
Military	Women	47.61	9.48
	Men	54.98	10.17
Protective Services	Women	49.85	9.51
	Men	54.32	8.97
Nature & Agriculture	Women	49.31	10.04
	Men	52.83	9.25
Athletics	Women	44.49	8.90
	Men	51.93	10.13
<i>Investigative</i>			
Science	Women	50.83	9.43
	Men	54.50	9.01
Research	Women	49.60	10.82
	Men	54.63	9.44
Medical Science	Women	52.81	10.01
	Men	53.39	9.80
Mathematics	Women	47.88	10.20
	Men	54.02	8.57
<i>Artistic</i>			
Visual Arts & Design	Women	50.15	9.82
	Men	50.65	8.97
Performing Arts	Women	49.95	9.70
	Men	48.49	9.13
Writing & Mass Communication	Women	52.90	9.54
	Men	51.50	8.39
Culinary Arts	Women	50.50	9.96
	Men	49.09	9.41

**TABLE A.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—  
EUROPEAN ENGLISH SAMPLE *CONT'D***

Basic Interest Scale	Gender	Mean	SD
<b><i>Social</i></b>			
Counseling & Helping	Women	52.39	10.24
	Men	48.84	9.70
Teaching & Education	Women	52.20	10.67
	Men	50.22	10.05
Human Resources & Training	Women	47.93	10.53
	Men	47.82	9.99
Social Sciences	Women	48.44	9.77
	Men	49.06	9.70
Religion & Spirituality	Women	46.71	8.78
	Men	46.52	9.52
Healthcare Services	Women	54.85	10.42
	Men	53.37	10.47
<b><i>Enterprising</i></b>			
Marketing & Advertising	Women	48.25	10.24
	Men	48.90	9.64
Sales	Women	50.95	9.91
	Men	54.51	11.20
Management	Women	49.24	9.56
	Men	51.30	9.84
Entrepreneurship	Women	44.76	11.12
	Men	47.98	9.47
Politics & Public Speaking	Women	46.20	9.15
	Men	51.07	9.23
Law	Women	50.62	9.79
	Men	51.92	8.63
<b><i>Conventional</i></b>			
Office Management	Women	56.93	11.06
	Men	54.50	9.56
Taxes & Accounting	Women	49.28	11.25
	Men	54.65	9.53
Programming & Information Systems	Women	48.57	9.79
	Men	54.33	8.89
Finance & Investing	Women	45.26	9.48
	Men	51.07	9.88

Note: N = 652 (346 women and 305 men; 1 did not indicate gender).



**TABLE A.9 BIS TEST-RETEST RELIABILITY STATISTICS—EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.92	.82	51.90	9.03	52.55	9.09
Computer Hardware & Electronics	.93	.87	52.69	9.62	52.93	8.47
Military	.92	.68	52.38	9.82	52.33	9.75
Protective Services	.81	.66	51.10	8.08	51.80	8.60
Nature & Agriculture	.92	.70	51.46	9.30	51.88	10.50
Athletics	.92	.88	48.02	10.31	49.29	10.47
Science	.88	.76	52.58	8.25	53.85	7.88
Research	.86	.75	52.58	9.99	53.54	8.66
Medical Science	.86	.73	52.93	7.99	54.21	8.70
Mathematics	.93	.72	50.86	8.57	50.98	8.76
Visual Arts & Design	.89	.78	50.06	8.78	50.70	8.76
Performing Arts	.86	.79	47.98	8.43	48.73	8.24
Writing & Mass Communication	.89	.79	51.85	7.93	52.09	8.29
Culinary Arts	.88	.83	49.50	8.43	49.43	10.56
Counseling & Helping	.87	.78	50.85	9.79	50.32	9.32
Teaching & Education	.90	.66	51.63	9.44	52.86	9.33
Human Resources & Training	.87	.77	47.48	10.58	47.93	9.12
Social Sciences	.82	.69	50.89	9.61	49.91	9.45
Religion & Spirituality	.92	.77	46.57	8.39	47.16	8.72
Healthcare Services	.88	.67	53.56	8.72	53.99	9.35
Marketing & Advertising	.88	.70	47.23	9.97	46.58	9.49
Sales	.91	.81	52.59	9.89	51.59	11.66
Management	.82	.74	50.31	8.83	51.08	7.70
Entrepreneurship	.87	.74	46.20	9.13	45.62	9.10
Politics & Public Speaking	.90	.86	49.64	9.34	50.21	9.56
Law	.91	.65	50.76	8.03	51.39	8.16
Office Management	.87	.85	55.71	9.80	56.42	10.35
Taxes & Accounting	.90	.80	54.13	8.44	52.99	9.60
Programming & Information Systems	.89	.84	51.76	9.15	51.19	9.27
Finance & Investing	.88	.63	50.03	9.34	49.44	7.73

Note: Cronbach's alpha  $N = 652$ , test-retest  $n = 46$ ; time between administrations = 1–7 weeks.

**TABLE A.10 INTERCORRELATIONS BETWEEN THE BISs—EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.79	.64	.66	.56	.52	.63	.61	.53	.59	.53	.30	.25	.16	.19
2. Computer Hardware & Electronics	.79	—	.55	.56	.40	.40	.56	.62	.45	.59	.33	.19	.17	.09	.15
3. Military	.64	.55	—	.77	.47	.53	.50	.52	.48	.42	.27	.28	.20	.20	.27
4. Protective Services	.66	.56	.77	—	.54	.54	.57	.58	.67	.41	.39	.38	.33	.25	.43
5. Nature & Agriculture	.56	.40	.47	.54	—	.40	.53	.48	.50	.32	.55	.42	.36	.38	.35
6. Athletics	.52	.40	.53	.54	.40	—	.35	.42	.38	.41	.32	.32	.26	.22	.26
7. Science	.63	.56	.50	.57	.53	.35	—	.73	.72	.59	.48	.36	.31	.16	.29
8. Research	.61	.62	.52	.58	.48	.42	.73	—	.61	.75	.45	.37	.47	.27	.38
9. Medical Science	.53	.45	.48	.67	.50	.38	.72	.61	—	.44	.46	.45	.35	.24	.51
10. Mathematics	.59	.59	.42	.41	.32	.41	.59	.75	.44	—	.32	.22	.28	.07	.18
11. Visual Arts & Design	.53	.33	.27	.39	.55	.32	.48	.45	.46	.32	—	.68	.61	.36	.37
12. Performing Arts	.30	.19	.28	.38	.42	.32	.36	.37	.45	.22	.68	—	.65	.37	.51
13. Writing & Mass Communication	.25	.17	.20	.33	.36	.26	.31	.47	.35	.28	.61	.65	—	.32	.49
14. Culinary Arts	.16	.09	.20	.25	.38	.22	.16	.27	.24	.07	.36	.37	.32	—	.38
15. Counseling & Helping	.19	.15	.27	.43	.35	.26	.29	.38	.51	.18	.37	.51	.49	.38	—
16. Teaching & Education	.29	.19	.26	.39	.27	.33	.32	.38	.49	.27	.43	.53	.50	.32	.69
17. Human Resources & Training	.29	.19	.26	.39	.27	.33	.32	.38	.49	.27	.43	.53	.50	.32	.69
18. Social Sciences	.29	.19	.26	.39	.27	.33	.32	.38	.49	.27	.43	.53	.50	.32	.69
19. Religion & Spirituality	.30	.21	.38	.37	.38	.33	.30	.35	.39	.29	.37	.50	.42	.24	.59
20. Healthcare Services	.45	.34	.44	.64	.48	.35	.52	.42	.77	.28	.39	.41	.32	.28	.59
21. Marketing & Advertising	.41	.34	.38	.48	.41	.41	.27	.50	.37	.33	.48	.46	.52	.47	.49
22. Sales	.49	.38	.46	.51	.40	.48	.28	.44	.40	.37	.36	.36	.39	.32	.40
23. Management	.40	.35	.45	.54	.37	.41	.33	.52	.46	.35	.34	.37	.46	.42	.50
24. Entrepreneurship	.35	.39	.31	.40	.37	.31	.26	.52	.30	.33	.36	.34	.40	.42	.37
25. Politics & Public Speaking	.42	.34	.50	.49	.40	.49	.38	.55	.37	.42	.41	.45	.53	.29	.44
26. Law	.33	.30	.43	.57	.31	.37	.35	.51	.47	.39	.35	.43	.52	.23	.44
27. Office Management	.25	.33	.26	.34	.17	.17	.27	.43	.33	.39	.22	.27	.40	.16	.37
28. Taxes & Accounting	.51	.55	.39	.39	.24	.38	.43	.65	.38	.84	.23	.16	.23	.08	.20
29. Programming & Information Systems	.61	.83	.43	.45	.31	.35	.51	.65	.39	.58	.38	.25	.31	.12	.21
30. Finance & Investing	.51	.49	.44	.45	.35	.47	.38	.63	.38	.62	.32	.27	.31	.21	.29

**TABLE A.10 INTERCORRELATIONS BETWEEN THE BISs—EUROPEAN ENGLISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.29	.26	.40	.30	.45	.41	.49	.40	.35	.42	.33	.25	.51	.61	.51
2. Computer Hardware & Electronics	.19	.27	.31	.21	.34	.34	.38	.35	.39	.34	.30	.33	.55	.83	.49
3. Military	.26	.34	.43	.38	.44	.38	.46	.45	.31	.50	.43	.26	.39	.43	.44
4. Protective Services	.39	.46	.52	.37	.64	.48	.51	.54	.40	.49	.57	.34	.39	.45	.45
5. Nature & Agriculture	.27	.33	.47	.38	.48	.41	.40	.37	.37	.40	.31	.17	.24	.31	.35
6. Athletics	.33	.32	.38	.33	.35	.41	.48	.41	.31	.49	.37	.17	.38	.35	.47
7. Science	.32	.25	.52	.30	.52	.27	.28	.33	.26	.38	.35	.27	.43	.51	.38
8. Research	.38	.48	.62	.35	.42	.50	.44	.52	.52	.55	.51	.43	.65	.65	.63
9. Medical Science	.49	.40	.57	.39	.77	.37	.40	.46	.30	.37	.47	.33	.38	.39	.38
10. Mathematics	.27	.24	.44	.29	.28	.33	.37	.35	.33	.42	.39	.39	.84	.58	.62
11. Visual Arts & Design	.43	.34	.54	.37	.39	.48	.36	.34	.36	.41	.35	.22	.23	.38	.32
12. Performing Arts	.53	.42	.54	.50	.41	.46	.36	.37	.34	.45	.43	.27	.16	.25	.27
13. Writing & Mass Communication	.50	.51	.60	.42	.32	.52	.39	.46	.40	.53	.52	.40	.23	.31	.31
14. Culinary Arts	.32	.49	.35	.24	.28	.47	.32	.42	.42	.29	.23	.16	.08	.12	.21
15. Counseling & Helping	.69	.63	.67	.59	.59	.49	.40	.50	.37	.44	.44	.37	.20	.21	.29
16. Teaching & Education	—	.53	.56	.53	.56	.45	.44	.52	.28	.44	.42	.39	.25	.25	.27
17. Human Resources & Training	.53	—	.58	.39	.41	.68	.55	.81	.53	.58	.54	.45	.32	.33	.46
18. Social Sciences	.56	.58	—	.53	.49	.56	.48	.56	.42	.66	.59	.45	.41	.40	.50
19. Religion & Spirituality	.53	.39	.53	—	.49	.37	.46	.40	.20	.45	.35	.38	.30	.24	.33
20. Healthcare Services	.56	.41	.49	.49	—	.38	.46	.46	.22	.29	.35	.41	.26	.30	.26
21. Marketing & Advertising	.45	.68	.56	.37	.38	—	.74	.71	.71	.59	.53	.48	.43	.40	.63
22. Sales	.44	.55	.48	.46	.46	.74	—	.67	.47	.56	.45	.49	.46	.38	.62
23. Management	.52	.81	.56	.40	.46	.71	.67	—	.54	.62	.61	.55	.46	.37	.58
24. Entrepreneurship	.28	.53	.42	.20	.22	.71	.47	.54	—	.44	.44	.39	.42	.47	.60
25. Politics & Public Speaking	.44	.58	.66	.45	.29	.59	.56	.62	.44	—	.61	.34	.44	.34	.59
26. Law	.42	.54	.59	.35	.35	.53	.45	.61	.44	.61	—	.42	.46	.31	.55
27. Office Management	.39	.45	.45	.38	.41	.48	.49	.55	.39	.34	.42	—	.54	.53	.46
28. Taxes & Accounting	.25	.32	.41	.30	.26	.43	.46	.46	.42	.44	.46	.54	—	.55	.77
29. Programming & Information Systems	.25	.33	.40	.24	.30	.40	.38	.37	.47	.34	.31	.53	.55	—	.51
30. Finance & Investing	.27	.46	.50	.33	.26	.63	.62	.58	.60	.59	.55	.46	.77	.51	—

Note: *N* = 652.

**TABLE A.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.74	.59	.62	.57	.56	.63	.55	.57	.56	.56	.36	.27	.14	.26
2. Computer Hardware & Electronics	.73	—	.51	.53	.40	.41	.54	.58	.49	.57	.33	.23	.21	.03	.23
3. Military	.57	.44	—	.74	.40	.57	.47	.46	.46	.38	.22	.29	.19	.15	.29
4. Protective Services	.65	.52	.79	—	.49	.57	.57	.55	.69	.38	.38	.43	.35	.17	.45
5. Nature & Agriculture	.53	.32	.50	.57	—	.39	.53	.47	.48	.31	.57	.43	.35	.34	.31
6. Athletics	.30	.16	.36	.43	.34	—	.42	.41	.45	.36	.32	.39	.22	.22	.33
7. Science	.62	.54	.48	.53	.49	.19	—	.72	.75	.56	.46	.35	.27	.11	.27
8. Research	.60	.61	.51	.57	.44	.33	.73	—	.62	.73	.42	.38	.47	.24	.38
9. Medical Science	.59	.48	.55	.68	.53	.34	.71	.62	—	.43	.42	.40	.29	.14	.44
10. Mathematics	.51	.48	.32	.35	.23	.33	.59	.72	.48	—	.28	.20	.27	.06	.18
11. Visual Arts & Design	.60	.39	.34	.41	.54	.36	.52	.51	.52	.39	—	.65	.57	.29	.29
12. Performing Arts	.39	.27	.38	.39	.46	.37	.43	.44	.52	.36	.73	—	.63	.31	.44
13. Writing & Mass Communication	.38	.25	.31	.37	.41	.42	.42	.57	.44	.40	.69	.67	—	.27	.45
14. Culinary Arts	.31	.27	.33	.41	.48	.31	.27	.37	.37	.15	.45	.44	.38	—	.29
15. Counseling & Helping	.37	.28	.44	.55	.51	.38	.43	.53	.63	.36	.50	.59	.53	.48	—
16. Teaching & Education	.39	.26	.38	.47	.37	.42	.45	.52	.60	.42	.51	.59	.57	.41	.74
17. Human Resources & Training	.35	.33	.43	.56	.40	.39	.32	.53	.50	.30	.39	.42	.51	.54	.68
18. Social Sciences	.43	.30	.44	.53	.53	.41	.54	.69	.61	.47	.58	.58	.64	.41	.75
19. Religion & Spirituality	.33	.21	.44	.43	.41	.31	.29	.38	.46	.31	.47	.62	.51	.29	.66
20. Healthcare Services	.55	.39	.55	.68	.54	.35	.54	.45	.79	.31	.50	.50	.43	.41	.66
21. Marketing & Advertising	.45	.35	.39	.53	.41	.44	.28	.54	.44	.33	.49	.45	.54	.52	.58
22. Sales	.45	.29	.35	.46	.35	.39	.21	.41	.42	.28	.40	.40	.48	.37	.51
23. Management	.42	.36	.48	.59	.38	.41	.36	.56	.56	.37	.40	.41	.51	.50	.59
24. Entrepreneurship	.34	.39	.28	.42	.34	.31	.28	.54	.37	.32	.33	.28	.35	.45	.43
25. Politics & Public Speaking	.27	.16	.41	.44	.39	.42	.35	.54	.42	.35	.44	.54	.62	.43	.63
26. Law	.28	.18	.38	.50	.29	.35	.35	.52	.51	.38	.39	.40	.52	.30	.52
27. Office Management	.44	.43	.39	.49	.25	.31	.41	.61	.50	.51	.37	.40	.48	.24	.50
28. Taxes & Accounting	.39	.42	.25	.31	.17	.31	.37	.62	.43	.78	.28	.26	.31	.14	.36
29. Programming & Information Systems	.57	.80	.34	.43	.24	.20	.51	.68	.41	.52	.45	.32	.37	.25	.33
30. Finance & Investing	.36	.30	.24	.35	.25	.35	.27	.57	.38	.51	.29	.25	.33	.25	.41

**TABLE A.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
EUROPEAN ENGLISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.36	.25	.44	.35	.52	.43	.50	.37	.30	.43	.38	.27	.51	.57	.52
2. Computer Hardware & Electronics	.27	.28	.37	.27	.45	.38	.40	.33	.35	.34	.39	.44	.57	.84	.53
3. Military	.26	.32	.45	.38	.45	.40	.53	.42	.29	.50	.48	.28	.41	.38	.52
4. Protective Services	.39	.41	.53	.35	.68	.46	.53	.48	.36	.47	.62	.29	.37	.39	.48
5. Nature & Agriculture	.25	.29	.42	.38	.46	.41	.41	.34	.37	.36	.30	.16	.23	.30	.38
6. Athletics	.37	.30	.39	.41	.47	.42	.53	.38	.26	.47	.39	.18	.34	.33	.47
7. Science	.27	.22	.50	.33	.55	.26	.32	.28	.21	.35	.35	.21	.43	.47	.42
8. Research	.34	.47	.60	.36	.45	.49	.42	.47	.48	.51	.50	.39	.64	.59	.64
9. Medical Science	.41	.32	.52	.33	.77	.31	.39	.37	.26	.34	.44	.21	.36	.39	.39
10. Mathematics	.25	.23	.44	.32	.32	.34	.39	.32	.28	.38	.39	.41	.86	.55	.65
11. Visual Arts & Design	.39	.31	.51	.28	.30	.48	.33	.30	.39	.40	.32	.12	.20	.34	.35
12. Performing Arts	.48	.42	.53	.40	.34	.47	.36	.36	.42	.45	.48	.17	.14	.26	.36
13. Writing & Mass Communication	.44	.52	.59	.35	.23	.51	.35	.44	.47	.53	.53	.33	.22	.34	.37
14. Culinary Arts	.24	.46	.30	.19	.17	.44	.31	.38	.43	.23	.19	.08	.08	.06	.23
15. Counseling & Helping	.65	.60	.64	.54	.53	.45	.37	.47	.39	.40	.42	.25	.18	.24	.33
16. Teaching & Education	—	.46	.51	.46	.48	.41	.40	.46	.27	.38	.36	.26	.21	.27	.29
17. Human Resources & Training	.62	—	.58	.36	.34	.68	.51	.79	.57	.56	.50	.40	.32	.31	.51
18. Social Sciences	.64	.59	—	.47	.45	.53	.49	.55	.41	.66	.57	.37	.40	.39	.52
19. Religion & Spirituality	.61	.42	.59	—	.42	.36	.48	.37	.25	.45	.30	.30	.32	.26	.41
20. Healthcare Services	.66	.51	.54	.57	—	.33	.45	.39	.22	.27	.35	.29	.28	.35	.32
21. Marketing & Advertising	.51	.69	.60	.38	.45	—	.73	.71	.73	.59	.51	.44	.41	.42	.64
22. Sales	.54	.60	.49	.46	.51	.77	—	.66	.45	.56	.44	.48	.47	.39	.64
23. Management	.62	.84	.58	.43	.56	.72	.68	—	.55	.59	.59	.50	.43	.34	.58
24. Entrepreneurship	.34	.49	.43	.15	.25	.69	.46	.53	—	.40	.47	.42	.37	.43	.57
25. Politics & Public Speaking	.61	.64	.71	.49	.39	.62	.54	.63	.44	—	.56	.30	.42	.30	.59
26. Law	.54	.61	.61	.42	.36	.57	.45	.65	.40	.70	—	.39	.45	.36	.58
27. Office Management	.57	.54	.57	.50	.56	.56	.58	.67	.43	.50	.49	—	.54	.63	.49
28. Taxes & Accounting	.40	.36	.44	.31	.30	.47	.41	.49	.44	.40	.45	.68	—	.53	.76
29. Programming & Information Systems	.32	.38	.44	.24	.33	.38	.30	.38	.48	.27	.22	.56	.49	—	.53
30. Finance & Investing	.36	.45	.51	.28	.25	.66	.57	.57	.63	.52	.53	.57	.74	.40	—

Note:  $N = 652$ . For correlations above the diagonal, women  $n = 346$ ; below the diagonal, men  $n = 305$  (1 did not indicate gender).

**TABLE A.12 CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES—  
EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	.06	-.14	-.19	-.01
Computer Hardware & Electronics	.00	-.17	-.24	.03
Military	-.04	-.10	-.16	-.08
Protective Services	-.08	-.05	-.02	.00
Nature & Agriculture	-.17	-.06	-.06	.02
Athletics	-.12	-.24	-.20	-.05
Science	.09	-.02	-.10	.01
Research	-.08	-.02	-.19	-.05
Medical Science	-.05	.05	.07	-.05
Mathematics	.02	-.12	-.20	-.10
Visual Arts & Design	-.21	.32	.22	.05
Performing Arts	-.21	.31	.29	.00
Writing & Mass Communication	-.20	.28	.22	.20
Culinary Arts	-.44	.27	.30	.01
Counseling & Helping	-.29	.26	.36	.12
Teaching & Education	-.28	.14	.30	-.02
Human Resources & Training	-.42	.12	.11	.10
Social Sciences	-.13	.19	.20	.00
Religion & Spirituality	-.13	-.02	.16	-.05
Healthcare Services	-.02	-.05	.24	-.13
Marketing & Advertising	-.37	.09	.10	.05
Sales	-.16	-.05	.00	-.06
Management	-.32	-.02	.10	.02
Entrepreneurship	-.17	.08	.02	.22
Politics & Public Speaking	-.15	.05	-.09	.04
Law	-.21	.10	.07	.03
Office Management	-.17	-.16	.15	-.14
Taxes & Accounting	-.04	-.13	-.13	-.13
Programming & Information Systems	-.08	-.11	-.11	.01
Finance & Investing	-.05	-.15	-.10	-.06

Note:  $n = 94$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE A.13 COMPARISONS OF OSs BY GENDER—EUROPEAN ENGLISH SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	36.08	31.39	4.69	39.24	43.21	–3.97
Actuary	28.97	19.41	9.57	34.61	41.56	–6.94
Administrative Assistant	44.51	51.05	–6.54	45.62	42.44	3.18
Advertising Account Manager	30.99	37.85	–6.86	29.31	22.89	6.43
Architect	12.56	19.34	–6.78	24.18	25.03	–0.85
Art Teacher	8.96	20.47	–11.51	8.40	1.86	6.55
Artist	26.92	26.40	0.53	19.63	24.11	–4.47
Arts/Entertainment Manager	35.85	41.06	–5.21	40.12	37.60	2.52
Athletic Trainer	9.98	16.88	–6.91	18.88	14.61	4.27
Attorney	26.38	25.36	1.02	24.26	28.03	–3.76
Auditor	36.08	29.18	6.90	38.72	41.94	–3.22
Automobile Mechanic	27.57	27.71	–0.14	33.20	38.50	–5.31
Bartender	33.85	31.50	2.36	27.09	32.37	–5.28
Biologist	23.89	32.31	–8.42	31.31	31.03	0.28
Broadcast Journalist	33.40	30.56	2.84	27.12	27.59	–0.48
Business Education Teacher	32.73	40.03	–7.30	35.92	30.92	5.00
Business/Finance Supervisor	35.80	32.73	3.07	37.38	40.33	–2.95
Buyer	33.06	33.56	–0.50	26.34	25.19	1.15
Career Counselor	27.63	35.25	–7.62	27.03	20.95	6.09
Carpenter	18.75	27.90	–9.15	35.39	29.50	5.88
Chef	31.50	29.60	1.90	25.50	25.36	0.14
Chemist	23.91	15.40	8.52	29.98	37.10	–7.11
Chiropractor	32.00	31.91	0.09	31.43	37.16	–5.73
Community Service Director	35.41	35.49	–0.09	32.82	32.74	0.09
Computer & IS Manager	30.39	31.59	–1.20	42.99	42.95	0.05
Computer Programmer	38.14	30.13	8.01	41.32	49.00	–7.68
Computer Scientist	24.10	15.41	8.69	32.03	40.66	–8.63
Computer Systems Analyst	36.81	34.53	2.29	45.88	41.62	4.27
Computer/Mathematics Manager	26.34	26.62	–0.29	38.83	39.83	–1.00
Cosmetologist	36.39	41.49	–5.11	32.81	28.98	3.83
Credit Manager	42.41	34.35	8.07	40.17	42.10	–1.93
Customer Service Representative	43.69	47.48	–3.79	45.14	41.78	3.36
Dentist	26.21	25.28	0.93	30.35	32.02	–1.67
Dietitian	30.23	35.95	–5.72	31.11	28.09	3.02
Editor	27.13	31.88	–4.75	29.77	27.48	2.29

**TABLE A.13 COMPARISONS OF OSs BY GENDER—EUROPEAN ENGLISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	20.99	19.61	1.38	22.90	24.88	-1.97
Electrician	22.24	26.04	-3.80	35.34	34.47	0.87
Elementary School Teacher	31.83	37.74	-5.91	34.82	26.51	8.31
Emergency Medical Technician	36.24	32.25	4.00	34.94	35.82	-0.88
Engineer	32.14	26.92	5.22	39.98	44.28	-4.30
Engineering Technician	34.70	22.40	12.30	35.74	45.96	-10.22
English Teacher	16.24	19.96	-3.71	15.63	11.73	3.91
ESL Instructor	30.05	36.60	-6.55	27.94	29.87	-1.93
Facilities Manager	43.60	41.11	2.48	42.52	41.91	0.61
Farmer/Rancher	37.42	32.70	4.71	34.55	35.57	-1.02
Financial Analyst	36.73	27.51	9.22	36.39	39.61	-3.22
Financial Manager	31.14	22.50	8.64	33.04	39.07	-6.04
Firefighter	21.62	24.79	-3.17	32.91	32.77	0.14
Flight Attendant	38.56	43.98	-5.42	39.10	35.29	3.81
Florist	31.68	39.62	-7.94	35.57	25.33	10.24
Food Service Manager	39.22	37.34	1.87	35.34	36.27	-0.93
Forester	29.69	26.88	2.81	33.95	39.55	-5.60
Geographer	20.49	26.79	-6.29	26.29	26.87	-0.58
Geologist	20.90	25.14	-4.24	31.72	33.99	-2.26
Graphic Designer	30.09	29.59	0.50	23.00	33.77	-10.77
Health Information Specialist	45.01	45.03	-0.02	44.64	42.22	2.42
Horticulturist	33.15	33.56	-0.41	35.34	31.51	3.83
Human Resources Manager	27.11	31.44	-4.33	29.41	28.98	0.43
Human Resources Specialist	35.25	34.51	0.74	32.30	37.17	-4.87
Instructional Coordinator	36.09	39.35	-3.26	39.11	36.69	2.42
Interior Designer	17.06	36.52	-19.45	25.32	14.66	10.66
Landscape/Grounds Manager	34.60	37.73	-3.13	40.05	43.20	-3.15
Law Enforcement Officer	35.39	35.65	-0.26	38.67	41.96	-3.29
Librarian	36.97	45.06	-8.09	37.70	33.97	3.73
Life Insurance Agent	29.93	28.91	1.02	29.85	31.13	-1.29
Loan Officer/Counselor	35.30	26.60	8.70	30.43	36.56	-6.13
Management Analyst	34.64	32.56	2.08	38.37	42.74	-4.36
Marketing Manager	25.42	27.11	-1.69	30.87	27.71	3.16
Mathematician	12.77	18.70	-5.93	20.85	27.07	-6.22
Mathematics Teacher	22.49	19.89	2.60	28.25	30.61	-2.36



**TABLE A.13 COMPARISONS OF OSs BY GENDER—EUROPEAN ENGLISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	12.25	11.57	0.68	6.04	13.08	-7.04
Medical Technician	36.56	26.12	10.43	30.96	35.07	-4.10
Medical Technologist	30.09	27.51	2.58	33.63	36.49	-2.86
Mental Health Counselor	24.03	33.42	-9.39	20.54	10.70	9.83
Middle School Teacher	30.44	32.09	-1.65	31.57	24.08	7.49
Military Enlisted	39.59	32.95	6.64	40.56	42.67	-2.11
Military Officer	34.29	25.20	9.09	37.08	43.30	-6.22
Musician	31.43	38.68	-7.25	32.63	24.96	7.67
Network Administrator	36.05	25.80	10.25	40.10	48.29	-8.20
Nursing Home Administrator	42.64	40.62	2.03	38.88	41.26	-2.38
Occupational Therapist	38.18	40.66	-2.47	34.22	30.94	3.28
Operations Manager	33.80	27.52	6.28	33.50	38.84	-5.34
Optician	42.42	38.10	4.32	40.21	40.16	0.05
Optometrist	31.47	24.48	6.99	31.33	38.42	-7.09
Paralegal	44.21	42.48	1.73	40.85	41.54	-0.69
Parks & Recreation Manager	33.75	36.19	-2.44	37.58	37.23	0.35
Personal Financial Advisor	28.40	14.44	13.96	22.95	33.18	-10.23
Pharmacist	33.90	38.34	-4.44	40.57	38.50	2.07
Photographer	34.81	32.53	2.28	30.62	30.36	0.26
Physical Therapist	27.67	24.15	3.52	29.71	29.10	0.61
Physician	26.24	20.15	6.09	24.16	29.88	-5.72
Physicist	8.32	3.17	5.16	22.20	28.98	-6.78
Production Worker	41.47	35.84	5.63	44.52	40.76	3.75
Psychologist	25.44	27.33	-1.89	26.99	26.46	0.53
Public Administrator	20.25	26.23	-5.98	28.97	27.16	1.81
Public Relations Director	21.00	27.25	-6.26	23.66	19.75	3.91
Purchasing Agent	32.15	28.94	3.21	32.92	33.88	-0.95
R&D Manager	20.77	18.00	2.77	31.72	33.75	-2.03
Radiologic Technologist	42.97	42.03	0.94	41.27	39.68	1.59
Realtor	32.76	26.63	6.13	32.09	37.89	-5.80
Recreation Therapist	34.33	32.11	2.21	29.42	35.81	-6.39
Registered Nurse	33.58	37.81	-4.23	32.81	32.47	0.34
Rehabilitation Counselor	30.70	38.90	-8.20	33.17	27.07	6.10
Religious/Spiritual Leader	2.39	18.20	-15.81	15.64	0.97	14.67
Reporter	24.14	27.18	-3.04	21.45	22.23	-0.78

**TABLE A.13 COMPARISONS OF OSs BY GENDER—EUROPEAN ENGLISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	37.72	28.77	8.95	33.17	32.66	0.52
Restaurant Manager	31.60	34.48	-2.88	32.66	32.28	0.37
Sales Manager	24.15	15.44	8.71	24.39	31.85	-7.46
School Administrator	28.32	24.57	3.76	30.00	33.51	-3.50
School Counselor	28.57	30.38	-1.80	25.84	24.80	1.04
Science Teacher	20.54	22.55	-2.01	28.31	26.66	1.65
Secondary School Teacher	29.04	33.52	-4.47	32.16	23.47	8.70
Securities Sales Agent	24.95	10.03	14.91	19.26	29.68	-10.42
Social Worker	31.12	38.92	-7.81	27.69	23.03	4.66
Sociologist	16.78	24.47	-7.69	24.82	25.09	-0.27
Software Developer	34.71	26.61	8.10	39.89	46.24	-6.35
Special Education Teacher	28.98	43.77	-14.79	33.71	20.78	12.93
Speech Pathologist	44.92	45.01	-0.08	34.68	31.94	2.74
Technical Sales Representative	32.02	30.32	1.70	34.32	37.61	-3.29
Technical Support Specialist	39.98	32.31	7.66	42.38	49.34	-6.96
Technical Writer	30.83	37.94	-7.11	33.96	30.88	3.08
Top Executive, Business/Finance	28.71	19.49	9.22	26.36	35.43	-9.07
Training & Development Specialist	27.85	32.54	-4.68	31.30	30.50	0.80
Translator	36.31	45.19	-8.88	37.69	31.91	5.79
University Administrator	28.35	33.73	-5.39	28.59	28.47	0.11
University Faculty Member	33.28	31.12	2.17	28.16	34.76	-6.60
Urban & Regional Planner	27.76	37.04	-9.27	35.90	37.00	-1.10
Veterinarian	26.21	23.25	2.97	28.44	33.30	-4.86
Vocational Agriculture Teacher	22.45	24.87	-2.43	29.16	26.79	2.37
Wholesale Sales Representative	29.14	30.08	-0.94	34.72	34.54	0.18

Note: N = 652 (346 women and 305 men; 1 did not indicate gender).

**TABLE A.14 OS CORRELATIONS OVERALL AND WITHIN THEME FOR WOMEN AND MEN—EUROPEAN ENGLISH SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.44	.38
Investigative	.63	.57
Artistic	.46	.48
Social	.55	.71
Enterprising	.47	.67
Conventional	.40	.64
Overall	.23	.24

Note: *N* = 652 (346 women and 305 men; 1 did not indicate gender).

**TABLE A.15 PSS MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN ENGLISH SAMPLE**

Personal Style Scale	Women		Men	
	Mean	<i>SD</i>	Mean	<i>SD</i>
Work Style	53.58	8.61	46.19	8.23
Learning Environment	45.35	8.68	46.52	7.49
Leadership Style	44.43	10.17	47.42	10.43
Risk Taking	47.27	9.38	54.81	8.61
Team Orientation	47.23	11.33	47.99	9.73

Note: *N* = 652 (346 women and 305 men; 1 did not indicate gender).

**TABLE A.16 INTERNAL CONSISTENCY RELIABILITIES FOR THE PSSs—EUROPEAN ENGLISH SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.90
Learning Environment	41	.93
Leadership Style	16	.90
Risk Taking	10	.83
Team Orientation	9	.82

Note: *N* = 652.

**TABLE A.17 PSS TEST-RETEST RELIABILITIES—EUROPEAN ENGLISH SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.79	49.32	8.80	48.82	7.86
Learning Environment	.86	47.18	8.56	47.26	8.39
Leadership Style	.83	46.37	10.02	47.33	8.71
Risk Taking	.79	50.64	9.44	50.38	8.31
Team Orientation	.64	48.15	10.25	49.12	9.83

Note:  $n = 46$ .

**TABLE A.18 INTERCORRELATIONS BETWEEN THE PSSs—EUROPEAN ENGLISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.14	.40	-.04	.33
Learning Environment	.14	—	.55	.25	.30
Leadership Style	.40	.55	—	.59	.62
Risk Taking	-.04	.25	.59	—	.39
Team Orientation	.33	.30	.62	.39	—

Note:  $N = 652$ .

**TABLE A.19 INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN—EUROPEAN ENGLISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.10	.41	.05	.38
Learning Environment	.29	—	.54	.26	.31
Leadership Style	.61	.55	—	.59	.63
Risk Taking	.24	.21	.58	—	.35
Team Orientation	.37	.29	.61	.49	—

Note:  $N = 652$ . For correlations above the diagonal, women  $n = 346$ ; below the diagonal, men  $n = 305$  (1 did not indicate gender).

**TABLE A.20 CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES—EUROPEAN ENGLISH SAMPLE**

PSS	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Work Style	–.45	.23	.51	–.03
Learning Environment	–.18	.51	.06	.19
Leadership Style	–.39	.12	–.03	.05
Risk Taking	–.12	–.03	–.13	.08
Team Orientation	–.24	.12	.10	–.02

Note:  $n = 94$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE A.21 AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND EACH SECTION FOR WOMEN AND MEN—EUROPEAN ENGLISH SAMPLE**

Basic Interest Scale	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Total Percentage (entire inventory)	Women	9.37	10.61	22.45	12.78	27.65	17.64	20.33	16.59	20.21	20.18
	Men	8.56	9.81	26.80	15.72	34.36	19.51	16.58	13.19	13.70	18.03
	Combined	9.01	10.25	24.48	14.38	30.77	18.82	18.60	15.20	17.15	19.45
Occupations	Women	7.61	10.40	18.40	12.99	26.33	20.76	23.51	20.89	24.15	24.80
	Men	6.92	9.11	21.98	16.40	34.11	22.88	19.44	16.82	17.56	23.07
	Combined	7.29	9.81	20.06	14.78	29.94	22.11	21.64	19.20	21.07	24.19
Subject Areas	Women	9.93	12.86	22.43	15.92	27.78	21.71	20.16	20.76	19.71	23.97
	Men	8.63	11.96	27.09	19.16	35.04	23.22	16.21	16.50	13.03	20.80
	Combined	9.35	12.47	24.60	17.65	31.15	22.70	18.35	18.99	16.55	22.76
Activities	Women	10.63	13.14	26.11	15.43	28.09	18.71	17.93	16.59	17.25	19.38
	Men	10.22	13.77	30.91	18.51	34.25	21.23	13.86	13.23	10.76	16.76
	Combined	10.47	13.44	28.36	17.09	30.95	20.14	16.04	15.23	14.19	18.47
Leisure Activities	Women	13.00	12.70	23.42	15.62	21.78	15.72	18.93	16.84	22.87	21.22
	Men	10.17	11.97	28.94	19.18	29.25	19.94	16.87	16.10	14.76	19.06
	Combined	11.67	12.42	26.01	17.57	25.27	18.18	18.00	16.53	19.04	20.62
People	Women	5.70	12.77	21.09	19.61	44.88	26.08	15.54	16.53	12.78	19.64
	Men	5.83	10.66	24.81	19.94	46.82	25.20	14.09	13.62	8.45	14.45
	Combined	5.76	11.81	22.85	19.82	45.80	25.65	14.85	15.23	10.74	17.51
Your Characteristics	Women	10.66	17.24	35.59	22.41	26.42	21.24	18.57	18.86	8.76	16.60
	Men	11.71	16.76	41.03	24.50	28.97	23.67	13.62	15.94	4.67	14.06
	Combined	11.22	17.09	38.12	23.54	27.59	22.43	16.24	17.70	6.83	15.57

Note:  $N = 652$  (346 women and 305 men; 1 did not indicate gender).

## APPENDIX B: FRENCH SAMPLE

**TABLE B.1 GOT MEANS AND STANDARD DEVIATIONS BY GENDER—FRENCH SAMPLE**

GOT	Gender	Mean	SD
Realistic	Women	47.16	9.50
	Men	55.98	9.69
Investigative	Women	50.73	10.79
	Men	53.84	10.41
Artistic	Women	51.90	10.03
	Men	50.76	9.54
Social	Women	53.87	11.00
	Men	51.21	10.59
Enterprising	Women	47.44	11.90
	Men	50.28	10.63
Conventional	Women	52.31	11.51
	Men	55.26	11.77

Note:  $N = 636$  (354 women and 282 men).

**TABLE B.2 GOT TEST-RETEST RELIABILITY STATISTICS—FRENCH SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.93	.71	52.51	10.90	52.86	10.51
Investigative	.93	.79	53.57	11.39	53.64	10.58
Artistic	.95	.83	51.51	11.45	50.81	10.86
Social	.94	.83	54.02	13.50	53.86	11.27
Enterprising	.93	.85	48.69	12.91	49.13	12.06
Conventional	.93	.77	56.04	12.60	56.61	12.63

Note: Cronbach's alpha  $N = 636$ , test-retest  $n = 38$ ; time between administrations = 1–7 weeks.

**TABLE B.3 INTERCORRELATIONS BETWEEN THE GOTs—FRENCH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.66	.42	.43	.60	.63
Investigative	.66	—	.51	.56	.48	.55
Artistic	.42	.51	—	.70	.53	.41
Social	.43	.56	.70	—	.61	.52
Enterprising	.60	.48	.53	.61	—	.72
Conventional	.63	.55	.41	.52	.72	—

Note:  $N = 636$ .

**TABLE B.4 INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN—FRENCH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.68	.58	.55	.60	.64
Investigative	.66	—	.51	.56	.44	.49
Artistic	.37	.54	—	.67	.58	.42
Social	.51	.61	.73	—	.61	.48
Enterprising	.61	.51	.48	.67	—	.69
Conventional	.65	.62	.42	.63	.75	—

Note:  $N = 636$ . For correlations above the diagonal, women  $n = 354$ ; below the diagonal, men  $n = 282$ .

**TABLE B.5 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES—FRENCH SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	–.12	.20	.03	.28
Investigative	–.07	.28	.02	.12
Artistic	–.11	.44	.19	.33
Social	–.19	.15	.24	.14
Enterprising	–.24	.22	.05	.15
Conventional	.05	.07	.08	.06

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE B.6 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS—  
FRENCH SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.08	–.08	–.07	–.10	–.14	.16
Expressive–Contained	–.05	–.08	–.13	–.25	–.22	–.03
Gregarious–Intimate	–.12	–.05	–.02	–.15	–.23	.04
Active–Reflective	–.20	–.11	–.10	–.19	–.24	.01
Enthusiastic–Quiet	–.10	–.09	–.12	–.17	–.25	.02
<b><i>S–N Facets</i></b>						
Concrete–Abstract	.17	.27	.35	.10	.08	–.03
Realistic–Imaginative	.25	.25	.41	.18	.24	.06
Practical–Conceptual	.10	.22	.33	.11	.20	.09
Experiential–Theoretical	.09	.19	.16	–.02	.02	.08
Traditional–Original	.15	.21	.29	.19	.23	.10
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.05	–.07	.09	.14	.02	–.02
Reasonable–Compassionate	.13	.11	.26	.36	.09	.16
Questioning–Accommodating	.00	.04	.01	.04	.01	.08
Critical–Accepting	.08	.04	.00	–.01	.09	.25
Tough–Tender	–.06	–.02	.08	.05	–.07	.01
<b><i>J–P Facets</i></b>						
Systematic–Casual	.24	.14	.32	.19	.15	.07
Planful–Open-Ended	.29	.12	.30	.15	.17	.07
Early Starting–Pressure-Prompted	.18	.15	.15	.08	.16	.02
Scheduled–Spontaneous	.09	.01	.16	.04	.00	–.04
Methodical–Emergent	.12	.02	.17	.05	.02	.04

Note:  $n = 104$ .

**TABLE B.7 CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS—  
FRENCH SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	.11	.04	.07	.05	–.29
Investigative	–.03	.08	.12	.20	–.08
Artistic	.10	.18	.06	.24	–.01
Social	.14	.19	.07	.18	–.14
Enterprising	.23	.13	.16	.15	–.24
Conventional	–.01	.07	.11	.00	–.22

Note:  $n = 147$ .



**TABLE B.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—FRENCH SAMPLE**

Basic Interest Scale	Gender	Mean	SD
<i>Realistic</i>			
Mechanics & Construction	Women	48.37	9.02
	Men	55.90	9.61
Computer Hardware & Electronics	Women	47.23	9.43
	Men	56.22	10.08
Military	Women	48.63	10.21
	Men	54.05	11.77
Protective Services	Women	50.46	9.93
	Men	52.82	10.04
Nature & Agriculture	Women	50.49	9.03
	Men	53.59	9.15
Athletics	Women	46.45	9.45
	Men	52.61	10.58
<i>Investigative</i>			
Science	Women	51.36	11.02
	Men	55.13	10.43
Research	Women	49.37	10.45
	Men	53.25	11.11
Medical Science	Women	53.44	10.50
	Men	52.79	10.38
Mathematics	Women	49.52	10.01
	Men	54.24	10.08
<i>Artistic</i>			
Visual Arts & Design	Women	50.48	10.07
	Men	51.30	9.15
Performing Arts	Women	50.35	10.39
	Men	48.62	9.92
Writing & Mass Communication	Women	51.16	9.71
	Men	49.73	8.83
Culinary Arts	Women	54.53	8.32
	Men	52.90	9.11

**TABLE B.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—FRENCH SAMPLE *CONT'D***

Basic Interest Scale	Gender	Mean	SD
<b><i>Social</i></b>			
Counseling & Helping	Women	53.33	10.25
	Men	50.54	9.72
Teaching & Education	Women	54.13	11.14
	Men	52.30	10.43
Human Resources & Training	Women	48.31	11.53
	Men	49.90	10.78
Social Sciences	Women	48.70	11.77
	Men	50.83	10.84
Religion & Spirituality	Women	44.02	8.71
	Men	45.26	8.70
Healthcare Services	Women	56.49	11.48
	Men	54.14	10.84
<b><i>Enterprising</i></b>			
Marketing & Advertising	Women	46.93	10.45
	Men	48.32	10.31
Sales	Women	51.98	11.42
	Men	54.50	11.18
Management	Women	49.12	11.12
	Men	52.01	10.72
Entrepreneurship	Women	42.92	11.71
	Men	45.76	10.65
Politics & Public Speaking	Women	46.54	10.12
	Men	51.11	10.06
Law	Women	50.40	10.05
	Men	50.69	9.19
<b><i>Conventional</i></b>			
Office Management	Women	57.03	10.84
	Men	54.06	10.86
Taxes & Accounting	Women	51.36	10.49
	Men	54.21	10.59
Programming & Information Systems	Women	49.67	9.47
	Men	55.09	9.84
Finance & Investing	Women	43.62	9.92
	Men	48.05	10.79

Note: N = 636 (354 women and 282 men).

**TABLE B.9 BIS TEST-RETEST RELIABILITY STATISTICS—FRENCH SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.90	.69	52.21	10.21	52.41	10.81
Computer Hardware & Electronics	.94	.72	54.37	9.99	53.33	9.01
Military	.91	.78	50.55	11.85	52.05	11.66
Protective Services	.80	.74	51.56	10.90	53.10	10.26
Nature & Agriculture	.89	.82	53.02	10.56	52.89	9.39
Athletics	.92	.82	50.17	10.21	49.88	9.83
Science	.90	.76	54.52	10.77	54.41	10.31
Research	.86	.74	53.92	13.13	52.81	12.10
Medical Science	.87	.80	54.56	10.75	55.71	10.32
Mathematics	.90	.74	53.29	10.51	52.58	10.30
Visual Arts & Design	.88	.79	50.87	10.64	50.78	10.54
Performing Arts	.86	.82	49.26	10.52	48.76	9.97
Writing & Mass Communication	.88	.82	50.96	10.80	49.70	10.33
Culinary Arts	.83	.81	51.52	9.53	48.94	11.09
Counseling & Helping	.85	.81	52.38	12.79	51.60	10.26
Teaching & Education	.91	.83	54.60	13.04	54.13	11.66
Human Resources & Training	.88	.77	49.80	12.40	48.83	11.09
Social Sciences	.87	.85	50.45	12.62	49.82	11.93
Religion & Spirituality	.89	.84	46.95	10.01	48.19	9.65
Healthcare Services	.89	.82	57.89	11.59	59.32	10.41
Marketing & Advertising	.86	.79	48.09	11.55	47.87	9.91
Sales	.91	.82	53.81	12.46	55.20	12.04
Management	.85	.84	52.11	12.14	52.66	10.76
Entrepreneurship	.87	.81	43.09	13.47	41.83	12.71
Politics & Public Speaking	.92	.85	49.77	10.45	49.74	9.97
Law	.91	.83	50.64	10.74	50.64	9.93
Office Management	.87	.74	57.85	11.35	58.01	11.32
Taxes & Accounting	.86	.78	53.58	11.22	53.33	10.43
Programming & Information Systems	.88	.76	53.81	9.46	53.78	9.66
Finance & Investing	.88	.73	47.67	12.33	48.82	11.92

Note: Cronbach's alpha  $N = 636$ , test-retest  $n = 38$ ; time between administrations = 1–7 weeks.

**TABLE B.10 INTERCORRELATIONS BETWEEN THE BISs—FRENCH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.80	.54	.59	.66	.55	.67	.71	.51	.62	.58	.31	.31	.26	.31
2. Computer Hardware & Electronics	.80	—	.43	.44	.48	.43	.56	.66	.37	.60	.38	.16	.22	.12	.22
3. Military	.54	.43	—	.71	.44	.53	.41	.43	.39	.35	.27	.18	.21	.17	.22
4. Protective Services	.59	.44	.71	—	.60	.56	.54	.57	.68	.39	.53	.42	.42	.26	.50
5. Nature & Agriculture	.66	.48	.44	.60	—	.46	.57	.60	.55	.44	.61	.40	.42	.41	.46
6. Athletics	.55	.43	.53	.56	.46	—	.41	.47	.46	.40	.39	.29	.31	.23	.37
7. Science	.67	.56	.41	.54	.57	.41	—	.73	.70	.58	.57	.37	.33	.24	.38
8. Research	.71	.66	.43	.57	.60	.47	.73	—	.60	.66	.62	.46	.55	.35	.57
9. Medical Science	.51	.37	.39	.68	.55	.46	.70	.60	—	.41	.55	.43	.38	.29	.57
10. Mathematics	.62	.60	.35	.39	.44	.40	.58	.66	.41	—	.37	.18	.23	.14	.27
11. Visual Arts & Design	.58	.38	.27	.53	.61	.39	.57	.62	.55	.37	—	.72	.67	.40	.54
12. Performing Arts	.31	.16	.18	.42	.40	.29	.37	.46	.43	.18	.72	—	.68	.37	.56
13. Writing & Mass Communication	.31	.22	.21	.42	.42	.31	.33	.55	.38	.23	.67	.68	—	.37	.59
14. Culinary Arts	.26	.12	.17	.26	.41	.23	.24	.35	.29	.14	.40	.37	.37	—	.40
15. Counseling & Helping	.31	.22	.22	.50	.46	.37	.38	.57	.57	.27	.54	.56	.59	.40	—
16. Teaching & Education	.38	.27	.20	.47	.49	.43	.40	.53	.52	.37	.54	.54	.58	.38	.72
17. Human Resources & Training	.46	.38	.33	.48	.44	.41	.36	.64	.40	.42	.48	.38	.54	.41	.67
18. Social Sciences	.43	.32	.28	.46	.51	.37	.48	.65	.47	.36	.65	.62	.69	.30	.65
19. Religion & Spirituality	.38	.31	.40	.40	.39	.28	.32	.43	.37	.28	.39	.45	.37	.15	.44
20. Healthcare Services	.41	.27	.33	.66	.51	.44	.54	.48	.85	.31	.47	.40	.33	.29	.59
21. Marketing & Advertising	.51	.42	.38	.51	.47	.42	.35	.65	.39	.38	.52	.40	.55	.42	.55
22. Sales	.60	.50	.45	.58	.49	.50	.39	.59	.45	.46	.44	.32	.43	.30	.45
23. Management	.53	.41	.41	.54	.47	.44	.42	.63	.46	.46	.48	.37	.52	.39	.53
24. Entrepreneurship	.48	.42	.35	.41	.46	.36	.29	.58	.29	.35	.42	.31	.44	.42	.43
25. Politics & Public Speaking	.45	.35	.39	.43	.40	.40	.38	.61	.37	.38	.49	.48	.59	.28	.51
26. Law	.42	.30	.43	.59	.43	.40	.41	.59	.49	.35	.53	.45	.63	.38	.57
27. Office Management	.35	.39	.22	.39	.34	.27	.26	.51	.31	.44	.36	.29	.45	.24	.43
28. Taxes & Accounting	.52	.54	.36	.38	.36	.38	.41	.58	.36	.79	.28	.13	.20	.16	.29
29. Programming & Information Systems	.70	.84	.35	.43	.47	.41	.53	.72	.38	.59	.49	.30	.42	.21	.36
30. Finance & Investing	.55	.51	.50	.52	.42	.45	.41	.62	.41	.51	.40	.31	.38	.26	.36

**TABLE B.10 INTERCORRELATIONS BETWEEN THE BISs—FRENCH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.38	.46	.43	.38	.41	.51	.60	.53	.48	.45	.42	.35	.52	.70	.55
2. Computer Hardware & Electronics	.27	.38	.32	.31	.27	.42	.50	.41	.42	.35	.30	.39	.54	.84	.51
3. Military	.20	.33	.28	.40	.33	.38	.45	.41	.35	.39	.43	.22	.36	.35	.50
4. Protective Services	.47	.48	.46	.40	.66	.51	.58	.54	.41	.43	.59	.39	.38	.43	.52
5. Nature & Agriculture	.49	.44	.51	.39	.51	.47	.49	.47	.46	.40	.43	.34	.36	.47	.42
6. Athletics	.43	.41	.37	.28	.44	.42	.50	.44	.36	.40	.40	.27	.38	.41	.45
7. Science	.40	.36	.48	.32	.54	.35	.39	.42	.29	.38	.41	.26	.41	.53	.41
8. Research	.53	.64	.65	.43	.48	.65	.59	.63	.58	.61	.59	.51	.58	.72	.62
9. Medical Science	.52	.40	.47	.37	.85	.39	.45	.46	.29	.37	.49	.31	.36	.38	.41
10. Mathematics	.37	.42	.36	.28	.31	.38	.46	.46	.35	.38	.35	.44	.79	.59	.51
11. Visual Arts & Design	.54	.48	.65	.39	.47	.52	.44	.48	.42	.49	.53	.36	.28	.49	.40
12. Performing Arts	.54	.38	.62	.45	.40	.40	.32	.37	.31	.48	.45	.29	.13	.30	.31
13. Writing & Mass Communication	.58	.54	.69	.37	.33	.55	.43	.52	.44	.59	.63	.45	.20	.42	.38
14. Culinary Arts	.38	.41	.30	.15	.29	.42	.30	.39	.42	.28	.38	.24	.16	.21	.26
15. Counseling & Helping	.72	.67	.65	.44	.59	.55	.45	.53	.43	.51	.57	.43	.29	.36	.36
16. Teaching & Education	—	.60	.55	.37	.57	.44	.44	.53	.33	.44	.49	.43	.31	.39	.30
17. Human Resources & Training	.60	—	.57	.33	.36	.69	.57	.84	.62	.60	.64	.52	.46	.49	.54
18. Social Sciences	.55	.57	—	.48	.39	.55	.44	.55	.41	.72	.60	.35	.29	.44	.47
19. Religion & Spirituality	.37	.33	.48	—	.34	.37	.42	.36	.28	.48	.39	.26	.29	.29	.40
20. Healthcare Services	.57	.36	.39	.34	—	.35	.44	.38	.23	.26	.37	.34	.28	.28	.29
21. Marketing & Advertising	.44	.69	.55	.37	.35	—	.78	.73	.75	.61	.61	.56	.48	.53	.67
22. Sales	.44	.57	.44	.42	.44	.78	—	.67	.62	.51	.55	.57	.54	.55	.71
23. Management	.53	.84	.55	.36	.38	.73	.67	—	.68	.66	.67	.49	.49	.50	.67
24. Entrepreneurship	.33	.62	.41	.28	.23	.75	.62	.68	—	.50	.58	.46	.50	.52	.70
25. Politics & Public Speaking	.44	.60	.72	.48	.26	.61	.51	.66	.50	—	.64	.32	.37	.43	.58
26. Law	.49	.64	.60	.39	.37	.61	.55	.67	.58	.64	—	.46	.45	.41	.60
27. Office Management	.43	.52	.35	.26	.34	.56	.57	.49	.46	.32	.46	—	.62	.58	.47
28. Taxes & Accounting	.31	.46	.29	.29	.28	.48	.54	.49	.50	.37	.45	.62	—	.55	.66
29. Programming & Information Systems	.39	.49	.44	.29	.28	.53	.55	.50	.52	.43	.41	.58	.55	—	.54
30. Finance & Investing	.30	.54	.47	.40	.29	.67	.71	.67	.70	.58	.60	.47	.66	.54	—

Note: N = 636.

**TABLE B.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
FRENCH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.80	.54	.66	.69	.57	.67	.70	.57	.59	.66	.45	.40	.26	.36
2. Computer Hardware & Electronics	.73	—	.43	.49	.47	.43	.52	.64	.45	.58	.44	.31	.32	.13	.26
3. Military	.46	.33	—	.72	.46	.59	.43	.47	.44	.33	.32	.29	.31	.17	.27
4. Protective Services	.53	.37	.69	—	.61	.60	.57	.62	.70	.38	.56	.50	.43	.25	.54
5. Nature & Agriculture	.62	.45	.38	.56	—	.48	.57	.63	.52	.41	.64	.50	.44	.36	.46
6. Athletics	.42	.28	.41	.50	.39	—	.43	.50	.51	.35	.44	.41	.36	.27	.44
7. Science	.67	.57	.34	.48	.54	.31	—	.71	.72	.56	.55	.41	.28	.19	.35
8. Research	.71	.67	.34	.49	.54	.39	.74	—	.61	.62	.62	.54	.57	.34	.56
9. Medical Science	.55	.40	.38	.67	.61	.47	.70	.61	—	.42	.50	.45	.31	.23	.52
10. Mathematics	.60	.55	.29	.38	.42	.36	.57	.69	.43	—	.37	.21	.20	.10	.23
11. Visual Arts & Design	.56	.34	.20	.50	.58	.34	.62	.63	.61	.37	—	.74	.65	.36	.49
12. Performing Arts	.27	.11	.12	.36	.32	.24	.37	.42	.42	.21	.71	—	.67	.34	.55
13. Writing & Mass Communication	.32	.24	.16	.45	.43	.35	.44	.59	.49	.33	.73	.69	—	.36	.51
14. Culinary Arts	.38	.24	.22	.30	.53	.27	.36	.42	.36	.23	.47	.39	.38	—	.39
15. Counseling & Helping	.44	.37	.25	.52	.54	.43	.50	.66	.64	.42	.64	.57	.70	.41	—
16. Teaching & Education	.40	.29	.10	.41	.49	.42	.43	.55	.50	.44	.60	.55	.66	.35	.74
17. Human Resources & Training	.46	.37	.28	.44	.47	.39	.38	.64	.43	.46	.46	.29	.51	.43	.70
18. Social Sciences	.35	.23	.25	.42	.45	.28	.49	.63	.52	.38	.64	.61	.73	.32	.73
19. Religion & Spirituality	.27	.17	.36	.36	.35	.20	.25	.36	.35	.23	.34	.47	.40	.20	.50
20. Healthcare Services	.51	.33	.34	.70	.60	.50	.56	.54	.87	.37	.61	.45	.48	.37	.65
21. Marketing & Advertising	.51	.40	.37	.52	.47	.44	.38	.65	.50	.45	.54	.35	.52	.44	.64
22. Sales	.57	.45	.40	.57	.49	.51	.37	.57	.52	.49	.43	.27	.42	.33	.51
23. Management	.44	.29	.33	.47	.46	.39	.39	.58	.48	.45	.45	.28	.49	.44	.59
24. Entrepreneurship	.49	.43	.33	.42	.47	.37	.36	.59	.42	.40	.44	.26	.39	.50	.50
25. Politics & Public Speaking	.30	.19	.30	.38	.30	.30	.32	.58	.40	.35	.49	.46	.62	.30	.58
26. Law	.41	.28	.42	.59	.46	.42	.44	.57	.57	.43	.52	.43	.62	.41	.63
27. Office Management	.47	.51	.24	.52	.49	.35	.41	.61	.48	.63	.43	.30	.50	.29	.61
28. Taxes & Accounting	.53	.52	.33	.43	.42	.38	.45	.62	.48	.82	.32	.19	.32	.26	.47
29. Programming & Information Systems	.67	.85	.26	.40	.45	.33	.58	.75	.43	.63	.46	.22	.40	.30	.48
30. Finance & Investing	.42	.37	.44	.46	.35	.38	.35	.55	.43	.48	.34	.24	.33	.33	.37

**TABLE B.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
FRENCH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.48	.47	.50	.48	.46	.54	.64	.59	.46	.49	.48	.40	.50	.66	.62
2. Computer Hardware & Electronics	.37	.40	.38	.42	.36	.46	.55	.48	.40	.38	.37	.48	.55	.82	.58
3. Military	.33	.36	.29	.43	.39	.39	.48	.45	.35	.40	.47	.30	.36	.36	.51
4. Protective Services	.54	.50	.49	.42	.66	.49	.57	.58	.40	.46	.59	.34	.33	.44	.55
5. Nature & Agriculture	.53	.40	.54	.41	.49	.46	.48	.47	.42	.43	.42	.27	.30	.44	.45
6. Athletics	.53	.42	.43	.33	.49	.40	.47	.45	.32	.41	.41	.31	.34	.39	.45
7. Science	.42	.34	.47	.35	.57	.32	.38	.42	.22	.38	.40	.20	.36	.45	.43
8. Research	.57	.64	.66	.47	.49	.65	.59	.66	.56	.61	.61	.49	.53	.68	.66
9. Medical Science	.53	.38	.45	.39	.84	.30	.40	.46	.21	.38	.43	.16	.29	.37	.42
10. Mathematics	.38	.38	.32	.30	.33	.32	.42	.45	.28	.35	.31	.38	.77	.51	.50
11. Visual Arts & Design	.51	.50	.67	.42	.39	.50	.44	.50	.40	.49	.53	.32	.24	.53	.45
12. Performing Arts	.54	.47	.66	.46	.35	.46	.39	.46	.37	.54	.47	.28	.11	.43	.42
13. Writing & Mass Communication	.52	.57	.68	.36	.21	.59	.46	.58	.50	.62	.64	.41	.14	.50	.47
14. Culinary Arts	.39	.40	.30	.12	.21	.42	.29	.38	.39	.32	.36	.17	.11	.18	.24
15. Counseling & Helping	.70	.68	.64	.42	.54	.51	.44	.53	.43	.54	.54	.28	.20	.37	.42
16. Teaching & Education	—	.61	.53	.40	.56	.41	.45	.55	.36	.47	.49	.30	.27	.43	.39
17. Human Resources & Training	.61	—	.60	.36	.32	.71	.59	.85	.66	.66	.70	.51	.44	.49	.63
18. Social Sciences	.61	.52	—	.49	.35	.58	.49	.58	.44	.71	.58	.31	.24	.48	.54
19. Religion & Spirituality	.36	.28	.45	—	.34	.39	.48	.40	.32	.50	.35	.23	.27	.36	.47
20. Healthcare Services	.58	.44	.48	.36	—	.26	.41	.37	.16	.25	.29	.18	.21	.29	.32
21. Marketing & Advertising	.48	.66	.50	.34	.50	—	.79	.76	.77	.64	.63	.52	.43	.52	.73
22. Sales	.46	.54	.35	.34	.51	.77	—	.72	.63	.58	.57	.54	.50	.55	.74
23. Management	.54	.82	.49	.29	.45	.69	.60	—	.70	.71	.70	.47	.48	.52	.75
24. Entrepreneurship	.32	.55	.35	.21	.38	.72	.60	.62	—	.55	.62	.47	.46	.49	.71
25. Politics & Public Speaking	.47	.52	.72	.45	.36	.59	.41	.58	.41	—	.64	.33	.35	.45	.65
26. Law	.50	.55	.62	.45	.50	.59	.54	.63	.54	.68	—	.43	.41	.46	.65
27. Office Management	.59	.58	.44	.33	.53	.64	.66	.57	.50	.41	.50	—	.60	.64	.51
28. Taxes & Accounting	.41	.48	.35	.30	.42	.54	.58	.49	.54	.35	.52	.72	—	.51	.65
29. Programming & Information Systems	.44	.50	.37	.19	.38	.53	.53	.44	.55	.34	.37	.66	.58	—	.57
30. Finance & Investing	.25	.42	.37	.32	.32	.62	.67	.56	.67	.45	.55	.52	.65	.45	—

Note:  $N = 636$ . For correlations above the diagonal, women  $n = 354$ ; below the diagonal, men  $n = 282$ .

**TABLE B.12 CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES—  
FRENCH SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	-.10	.23	-.03	.25
Computer Hardware & Electronics	.07	.12	.02	.18
Military	-.12	.00	-.04	.10
Protective Services	-.13	.05	.05	.10
Nature & Agriculture	-.08	.34	.15	.30
Athletics	-.06	.09	.17	.22
Science	-.08	.25	-.07	.15
Research	-.10	.31	.04	.16
Medical Science	-.23	.22	.17	.10
Mathematics	-.03	.11	-.04	.02
Visual Arts & Design	-.02	.43	.03	.32
Performing Arts	-.14	.35	.24	.29
Writing & Mass Communication	-.01	.38	.20	.26
Culinary Arts	-.36	.21	.09	.03
Counseling & Helping	-.22	.22	.26	.27
Teaching & Education	-.21	.18	.22	.13
Human Resources & Training	-.21	.14	.04	.11
Social Sciences	-.06	.31	.08	.24
Religion & Spirituality	-.08	.13	.11	.19
Healthcare Services	-.18	.03	.20	-.01
Marketing & Advertising	-.18	.26	.07	.15
Sales	-.24	.09	.11	.09
Management	-.22	.19	.01	.06
Entrepreneurship	-.13	.26	.05	.18
Politics & Public Speaking	-.27	.31	-.06	.14
Law	-.20	.19	.05	.18
Office Management	.07	.00	.19	.01
Taxes & Accounting	.03	.08	.01	.06
Programming & Information Systems	.08	.18	.06	.10
Finance & Investing	-.08	.18	.00	.09

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.



**TABLE B.13 COMPARISONS OF OSs BY GENDER—FRENCH SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	38.40	33.42	4.98	38.18	42.21	−4.03
Actuary	31.78	21.55	10.23	32.03	40.28	−8.25
Administrative Assistant	45.25	52.55	−7.30	47.41	43.13	4.28
Advertising Account Manager	29.93	34.63	−4.70	28.22	24.43	3.79
Architect	15.66	19.56	−3.90	23.81	25.16	−1.35
Art Teacher	10.46	21.51	−11.05	12.42	6.77	5.65
Artist	25.61	25.74	−0.13	21.06	24.83	−3.77
Arts/Entertainment Manager	36.16	41.79	−5.63	40.15	37.61	2.54
Athletic Trainer	13.04	19.09	−6.04	21.67	17.25	4.42
Attorney	26.35	24.46	1.88	22.23	26.54	−4.31
Auditor	37.63	30.92	6.72	37.03	40.92	−3.90
Automobile Mechanic	29.05	28.82	0.24	33.66	38.36	−4.69
Bartender	36.84	34.70	2.15	29.00	34.26	−5.25
Biologist	23.96	31.17	−7.21	30.01	29.20	0.81
Broadcast Journalist	31.35	28.33	3.02	24.97	26.19	−1.22
Business Education Teacher	33.12	39.40	−6.28	37.16	31.56	5.60
Business/Finance Supervisor	38.24	34.46	3.79	37.25	40.60	−3.35
Buyer	34.67	31.55	3.12	26.72	28.22	−1.50
Career Counselor	28.81	35.17	−6.36	29.24	24.05	5.19
Carpenter	20.71	29.89	−9.18	35.42	29.79	5.63
Chef	34.90	36.44	−1.54	34.22	28.40	5.82
Chemist	25.57	18.61	6.95	28.19	35.52	−7.33
Chiropractor	34.29	33.46	0.83	31.96	38.15	−6.19
Community Service Director	37.21	37.82	−0.62	35.70	35.26	0.44
Computer & IS Manager	34.02	33.19	0.83	42.22	42.35	−0.14
Computer Programmer	39.87	31.27	8.60	39.61	48.30	−8.70
Computer Scientist	26.02	16.25	9.77	28.88	39.51	−10.63
Computer Systems Analyst	37.68	35.26	2.43	44.93	41.71	3.22
Computer/Mathematics Manager	28.42	28.94	−0.52	37.70	39.45	−1.75
Cosmetologist	35.55	41.89	−6.34	34.65	31.66	2.99
Credit Manager	44.44	37.33	7.11	41.36	43.33	−1.97
Customer Service Representative	45.68	48.24	−2.56	46.56	43.04	3.51
Dentist	29.63	29.44	0.20	31.34	32.59	−1.25
Dietitian	34.35	39.78	−5.43	34.35	32.44	1.91
Editor	24.74	29.54	−4.80	26.99	24.94	2.05

**TABLE B.13 COMPARISONS OF OSs BY GENDER—FRENCH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	22.65	20.86	1.78	23.88	25.72	-1.85
Electrician	25.30	29.36	-4.05	37.06	36.18	0.88
Elementary School Teacher	34.58	40.78	-6.20	38.06	30.77	7.29
Emergency Medical Technician	38.10	34.50	3.60	36.11	37.05	-0.94
Engineer	34.65	29.55	5.10	39.39	43.76	-4.37
Engineering Technician	36.89	24.98	11.92	35.19	45.64	-10.45
English Teacher	14.69	18.72	-4.03	15.38	10.28	5.10
ESL Instructor	30.28	35.21	-4.94	28.87	30.54	-1.67
Facilities Manager	45.34	43.72	1.61	44.30	43.75	0.55
Farmer/Rancher	37.41	32.92	4.49	34.75	36.31	-1.56
Financial Analyst	37.88	29.13	8.75	34.48	39.32	-4.83
Financial Manager	33.43	23.90	9.54	30.38	37.78	-7.40
Firefighter	24.48	27.42	-2.94	33.18	33.34	-0.17
Flight Attendant	39.13	45.71	-6.59	41.45	36.35	5.09
Florist	30.31	39.74	-9.43	37.50	28.73	8.77
Food Service Manager	40.34	41.39	-1.05	40.03	38.77	1.26
Forester	31.34	26.81	4.54	34.08	38.46	-4.38
Geographer	21.37	25.38	-4.00	25.44	27.38	-1.94
Geologist	22.02	25.75	-3.73	30.55	32.24	-1.69
Graphic Designer	29.51	28.28	1.23	24.69	32.70	-8.01
Health Information Specialist	44.49	46.79	-2.30	44.64	42.34	2.30
Horticulturist	33.22	34.80	-1.58	37.75	32.81	4.94
Human Resources Manager	28.24	32.28	-4.03	30.07	29.48	0.59
Human Resources Specialist	37.39	34.94	2.44	32.48	38.36	-5.88
Instructional Coordinator	36.66	40.82	-4.16	40.74	37.41	3.33
Interior Designer	17.83	36.06	-18.23	27.86	17.09	10.77
Landscape/Grounds Manager	35.19	36.40	-1.22	39.45	43.41	-3.97
Law Enforcement Officer	36.31	35.25	1.05	37.32	40.76	-3.43
Librarian	33.41	42.39	-8.98	35.70	31.46	4.23
Life Insurance Agent	34.94	32.79	2.14	32.55	34.44	-1.88
Loan Officer/Counselor	35.73	27.42	8.31	29.59	35.62	-6.03
Management Analyst	36.21	33.30	2.91	36.78	41.68	-4.90
Marketing Manager	27.49	28.57	-1.08	30.37	28.45	1.92
Mathematician	14.16	17.01	-2.85	18.71	25.19	-6.48
Mathematics Teacher	25.49	23.36	2.13	29.95	31.92	-1.97

**TABLE B.13 COMPARISONS OF OSs BY GENDER—FRENCH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	11.96	10.97	0.99	8.22	13.51	-5.29
Medical Technician	36.84	28.73	8.11	31.76	35.42	-3.66
Medical Technologist	29.06	29.62	-0.56	33.93	34.45	-0.52
Mental Health Counselor	23.56	32.70	-9.14	22.32	13.44	8.88
Middle School Teacher	33.67	35.26	-1.59	35.80	29.07	6.72
Military Enlisted	41.18	35.25	5.93	40.94	42.20	-1.26
Military Officer	35.63	28.04	7.59	36.99	41.51	-4.52
Musician	29.93	38.42	-8.49	33.71	25.08	8.62
Network Administrator	38.04	27.58	10.46	39.49	47.98	-8.49
Nursing Home Administrator	46.12	43.49	2.63	41.46	43.55	-2.09
Occupational Therapist	38.64	42.43	-3.79	36.43	33.75	2.68
Operations Manager	34.66	28.29	6.36	32.30	38.27	-5.97
Optician	43.25	38.54	4.71	41.15	39.74	1.41
Optometrist	33.97	27.85	6.12	33.09	39.05	-5.96
Paralegal	43.23	41.15	2.08	39.15	39.87	-0.72
Parks & Recreation Manager	34.82	36.69	-1.87	38.98	37.73	1.25
Personal Financial Advisor	29.96	16.59	13.38	21.38	33.30	-11.92
Pharmacist	38.42	41.20	-2.79	41.41	39.93	1.47
Photographer	32.30	32.07	0.23	31.33	29.34	1.99
Physical Therapist	31.64	28.61	3.03	31.31	32.32	-1.00
Physician	28.44	22.12	6.32	24.96	30.66	-5.70
Physicist	9.74	6.09	3.65	18.22	24.94	-6.72
Production Worker	41.87	39.11	2.77	46.74	41.30	5.44
Psychologist	22.59	24.39	-1.79	23.36	23.03	0.33
Public Administrator	20.54	26.56	-6.02	28.13	25.77	2.35
Public Relations Director	19.45	24.97	-5.52	21.01	17.18	3.83
Purchasing Agent	33.52	29.98	3.54	33.39	34.89	-1.50
R&D Manager	21.70	20.79	0.91	31.57	32.49	-0.93
Radiologic Technologist	43.73	44.08	-0.35	43.06	39.31	3.76
Realtor	33.77	30.40	3.37	33.20	38.03	-4.83
Recreation Therapist	36.91	34.25	2.65	32.31	38.20	-5.89
Registered Nurse	35.46	42.07	-6.61	35.35	34.10	1.25
Rehabilitation Counselor	32.28	38.40	-6.11	34.15	29.61	4.54
Religious/Spiritual Leader	4.41	19.66	-15.25	18.38	3.85	14.54
Reporter	21.11	23.94	-2.83	18.33	19.30	-0.97

**TABLE B.13 COMPARISONS OF OSs BY GENDER—FRENCH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	40.01	33.07	6.94	34.59	34.41	0.18
Restaurant Manager	34.40	37.69	-3.29	36.24	34.91	1.33
Sales Manager	26.20	17.93	8.28	23.43	31.66	-8.23
School Administrator	30.34	27.03	3.32	30.91	34.01	-3.10
School Counselor	29.77	31.65	-1.88	28.62	27.28	1.34
Science Teacher	23.43	26.01	-2.58	30.20	28.17	2.03
Secondary School Teacher	31.46	35.65	-4.20	34.77	26.86	7.91
Securities Sales Agent	26.90	12.26	14.64	18.18	29.47	-11.28
Social Worker	31.87	39.04	-7.17	30.48	25.71	4.77
Sociologist	16.96	22.88	-5.93	22.27	22.38	-0.11
Software Developer	36.53	28.83	7.70	39.71	45.31	-5.61
Special Education Teacher	30.57	46.74	-16.17	37.74	23.99	13.75
Speech Pathologist	41.45	44.89	-3.44	35.78	31.16	4.62
Technical Sales Representative	34.86	33.68	1.18	36.56	38.74	-2.18
Technical Support Specialist	41.25	32.99	8.26	41.11	49.04	-7.93
Technical Writer	29.86	34.61	-4.75	30.47	28.74	1.73
Top Executive, Business/Finance	30.74	21.33	9.41	25.73	35.12	-9.38
Training & Development Specialist	30.13	31.81	-1.67	30.65	31.65	-1.00
Translator	32.67	40.89	-8.23	34.16	27.76	6.41
University Administrator	30.67	34.61	-3.94	30.57	31.68	-1.11
University Faculty Member	32.61	28.30	4.31	25.21	34.20	-8.98
Urban & Regional Planner	28.88	35.42	-6.54	33.46	36.34	-2.88
Veterinarian	25.01	24.46	0.54	27.04	29.28	-2.24
Vocational Agriculture Teacher	24.84	25.98	-1.14	30.64	30.03	0.60
Wholesale Sales Representative	30.91	31.29	-0.38	34.70	34.49	0.21

Note: N = 636 (354 women and 282 men).

**TABLE B.14 OS CORRELATIONS OVERALL AND WITHIN THEME FOR WOMEN AND MEN—FRENCH SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.45	.45
Investigative	.64	.55
Artistic	.50	.53
Social	.61	.68
Enterprising	.46	.60
Conventional	.37	.65
Overall	.27	.26

Note: *N* = 636 (354 women and 282 men).

**TABLE B.15 PSS MEANS AND STANDARD DEVIATIONS BY GENDER—FRENCH SAMPLE**

Personal Style Scale	Women		Men	
	Mean	<i>SD</i>	Mean	<i>SD</i>
Work Style	55.91	7.64	49.43	7.45
Learning Environment	44.18	8.86	46.32	8.59
Leadership Style	48.49	11.90	50.85	10.63
Risk Taking	47.24	10.06	53.28	9.61
Team Orientation	48.46	12.21	49.80	10.25

Note: *N* = 636 (354 women and 282 men).

**TABLE B.16 INTERNAL CONSISTENCY RELIABILITIES FOR THE PSSs—FRENCH SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.91
Learning Environment	41	.93
Leadership Style	16	.91
Risk Taking	10	.84
Team Orientation	9	.80

Note: *N* = 636.

**TABLE B.17 PSS TEST-RETEST RELIABILITIES—FRENCH SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.73	52.05	8.46	51.98	7.13
Learning Environment	.88	45.54	8.49	44.01	9.03
Leadership Style	.81	48.80	13.24	48.12	11.56
Risk Taking	.81	50.41	11.68	51.40	11.95
Team Orientation	.68	49.20	12.45	46.05	12.24

Note:  $n = 38$ .

**TABLE B.18 INTERCORRELATIONS BETWEEN THE PSSs—FRENCH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.15	.40	.04	.32
Learning Environment	.15	—	.57	.29	.27
Leadership Style	.40	.57	—	.60	.64
Risk Taking	.04	.29	.60	—	.47
Team Orientation	.32	.27	.64	.47	—

Note:  $N = 636$ .

**TABLE B.19 INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN—  
FRENCH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.20	.47	.17	.42
Learning Environment	.24	—	.59	.36	.31
Leadership Style	.49	.53	—	.62	.61
Risk Taking	.18	.15	.57	—	.45
Team Orientation	.30	.21	.67	.52	—

Note:  $N = 636$ . For correlations above the diagonal, women  $n = 354$ ; below the diagonal, men  $n = 282$ .

**TABLE B.20 CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES—  
FRENCH SAMPLE**

PSS	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Work Style	–.27	.00	.25	.00
Learning Environment	–.07	.45	.02	.25
Leadership Style	–.43	.32	–.01	.19
Risk Taking	–.17	.26	–.02	.26
Team Orientation	–.27	.14	.13	.22

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE B.21 AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND  
EACH SECTION FOR WOMEN AND MEN—FRENCH SAMPLE**

Basic Interest Scale	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Total Percentage (entire inventory)	Women	10.71	11.02	24.61	13.87	26.72	19.17	15.70	13.50	22.26	22.53
	Men	12.04	13.29	26.52	15.28	29.55	17.96	15.53	13.31	16.36	19.93
	Combined	11.30	12.08	25.46	14.53	27.97	18.68	15.63	13.41	19.64	21.60
Occupations	Women	8.05	10.21	20.33	15.21	27.68	24.29	17.52	18.80	26.43	28.11
	Men	9.08	11.91	21.39	16.20	29.90	22.57	18.31	18.61	21.33	25.76
	Combined	8.51	11.00	20.80	15.65	28.66	23.55	17.87	18.70	24.17	27.19
Subject Areas	Women	11.78	13.10	25.89	16.93	25.13	20.59	16.02	16.12	21.18	25.35
	Men	13.91	15.97	27.27	18.83	27.37	20.37	15.70	15.82	15.74	23.74
	Combined	12.73	14.47	26.50	17.80	26.12	20.51	15.88	15.98	18.77	24.78
Activities	Women	11.49	13.82	27.64	16.71	26.12	20.40	14.59	14.12	20.17	22.36
	Men	13.38	16.88	30.42	18.52	29.87	19.82	13.75	13.85	12.58	18.64
	Combined	12.32	15.27	28.87	17.58	27.78	20.22	14.22	14.00	16.80	21.12
Leisure Activites	Women	16.87	14.28	25.92	16.59	19.31	16.23	14.08	12.86	23.83	20.64
	Men	15.76	15.69	29.11	17.54	24.17	16.85	13.59	11.75	17.36	18.93
	Combined	16.38	14.92	27.33	17.08	21.47	16.67	13.86	12.37	20.96	20.14
People	Women	10.10	16.08	27.01	21.44	39.60	27.58	11.30	15.12	12.00	20.38
	Men	12.32	18.44	28.02	20.65	40.98	25.18	9.67	11.64	9.01	16.65
	Combined	11.08	17.19	27.45	21.08	40.21	26.53	10.58	13.70	10.68	18.86
Your Characteristics	Women	11.26	17.60	32.39	22.97	29.52	22.21	15.71	16.17	11.13	19.49
	Men	12.78	19.07	36.58	22.24	29.76	23.37	14.71	15.03	6.17	14.34
	Combined	11.93	18.27	34.25	22.73	29.63	22.71	15.27	15.67	8.93	17.56

Note:  $N = 636$  (354 women and 282 men).

## APPENDIX C: GERMAN SAMPLE

**TABLE C.1 GOT MEANS AND STANDARD DEVIATIONS BY GENDER—GERMAN SAMPLE**

GOT	Gender	Mean	SD
Realistic	Women	45.04	9.50
	Men	52.15	9.36
Investigative	Women	48.03	10.94
	Men	50.97	10.32
Artistic	Women	47.09	10.46
	Men	46.03	10.12
Social	Women	49.36	12.09
	Men	47.47	11.81
Enterprising	Women	47.39	11.15
	Men	50.95	11.46
Conventional	Women	50.88	11.87
	Men	54.18	11.14

Note:  $N = 863$  (467 women and 395 men; 1 did not indicate gender).

**TABLE C.2 GOT TEST-RETEST RELIABILITY STATISTICS—GERMAN SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.93	.82	49.62	11.02	50.84	10.25
Investigative	.94	.80	51.75	11.40	52.93	9.58
Artistic	.95	.79	48.75	10.89	49.74	10.17
Social	.95	.86	49.91	12.89	51.00	11.87
Enterprising	.93	.85	49.05	13.28	50.13	12.19
Conventional	.93	.82	53.64	13.35	55.05	12.33

Note: Cronbach's alpha  $N = 863$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.



**TABLE C.3 INTERCORRELATIONS BETWEEN THE GOTs—GERMAN SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.68	.52	.44	.53	.58
Investigative	.68	—	.61	.57	.52	.60
Artistic	.52	.61	—	.68	.55	.43
Social	.44	.57	.68	—	.63	.51
Enterprising	.53	.52	.55	.63	—	.70
Conventional	.58	.60	.43	.51	.70	—

Note:  $N = 863$ .

**TABLE C.4 INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN—GERMAN SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.71	.60	.53	.51	.56
Investigative	.64	—	.62	.58	.49	.56
Artistic	.55	.62	—	.59	.53	.40
Social	.48	.59	.79	—	.62	.50
Enterprising	.51	.52	.61	.70	—	.69
Conventional	.59	.62	.50	.57	.70	—

Note:  $N = 863$ . For correlations above the diagonal, women  $n = 467$ ; below the diagonal, men  $n = 395$  (1 did not indicate gender).

**TABLE C.5 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES—GERMAN SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	–.09	.03	–.20	–.04
Investigative	–.04	.14	–.17	.03
Artistic	–.03	.36	.13	.11
Social	–.13	.18	.12	.12
Enterprising	–.26	.20	.02	.05
Conventional	–.18	–.02	–.10	–.07

Note:  $n = 128$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE C.6 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS—  
GERMAN SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.06	–.04	–.01	–.15	–.22	–.11
Expressive–Contained	–.03	.07	–.02	–.11	–.25	–.19
Gregarious–Intimate	–.20	–.17	–.03	–.07	–.24	–.28
Active–Reflective	.01	.08	.16	.04	–.11	–.08
Enthusiastic–Quiet	.00	–.05	–.14	–.13	–.24	–.06
<b><i>S–N Facets</i></b>						
Concrete–Abstract	–.06	–.02	.22	.11	.10	–.13
Realistic–Imaginative	–.11	.00	.29	.07	.11	–.14
Practical–Conceptual	.22	.43	.43	.30	.27	.26
Experiential–Theoretical	.05	.16	.19	.12	.07	.07
Traditional–Original	.06	.20	.22	.13	.23	.01
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.19	–.17	.10	.09	.04	–.05
Reasonable–Compassionate	–.15	–.20	.05	.06	–.01	–.07
Questioning–Accommodating	–.02	–.02	.03	.08	.02	.01
Critical–Accepting	–.04	–.03	.11	.11	.00	.08
Tough–Tender	–.21	–.09	.10	.09	.02	–.05
<b><i>J–P Facets</i></b>						
Systematic–Casual	–.13	–.11	.04	.04	–.06	–.18
Planful–Open-Ended	.04	.08	.08	.11	.12	.00
Early Starting–Pressure-Prompted	–.03	.06	.12	–.05	.00	–.02
Scheduled–Spontaneous	–.05	.12	.14	.19	.00	–.07
Methodical–Emergent	–.03	–.05	.05	–.02	.03	–.03

Note:  $n = 128$ .

**TABLE C.7 CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS—  
GERMAN SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	–.01	.04	–.08	.06	–.07
Investigative	.04	.28	.12	.25	.01
Artistic	.04	.20	.01	.28	.09
Social	.18	.34	.17	.27	.02
Enterprising	.19	.09	.09	.25	.00
Conventional	–.06	–.07	.01	–.01	.05

Note:  $n = 164$ .

**TABLE C.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—GERMAN SAMPLE**

Basic Interest Scale	Gender	Mean	SD
<i>Realistic</i>			
Mechanics & Construction	Women	47.64	9.42
	Men	54.16	9.82
Computer Hardware & Electronics	Women	47.41	9.94
	Men	56.00	10.24
Military	Women	44.57	8.85
	Men	49.67	10.95
Protective Services	Women	47.20	10.26
	Men	49.47	9.89
Nature and Agriculture	Women	46.78	10.67
	Men	48.84	10.02
Athletics	Women	43.75	9.61
	Men	48.72	9.93
<i>Investigative</i>			
Science	Women	47.49	10.54
	Men	51.38	10.22
Research	Women	47.48	12.25
	Men	51.81	11.72
Medical Science	Women	50.42	10.50
	Men	49.62	9.90
Mathematics	Women	47.80	10.10
	Men	51.94	9.44
<i>Artistic</i>			
Visual Arts & Design	Women	45.55	11.07
	Men	46.22	9.92
Performing Arts	Women	46.96	10.12
	Men	44.55	10.34
Writing & Mass Communication	Women	49.08	10.01
	Men	47.70	9.43
Culinary Arts	Women	50.83	9.97
	Men	49.02	10.64

**TABLE C.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—GERMAN SAMPLE *CONT'D***

Basic Interest Scale	Gender	Mean	SD
<b><i>Social</i></b>			
Counseling & Helping	Women	51.18	11.42
	Men	48.16	10.84
Teaching & Education	Women	48.77	11.81
	Men	48.19	11.65
Human Resources & Training	Women	46.76	12.33
	Men	47.83	11.32
Social Sciences	Women	45.04	11.53
	Men	47.42	11.22
Religion & Spirituality	Women	44.38	8.69
	Men	44.91	9.03
Healthcare Services	Women	52.31	11.26
	Men	50.17	9.83
<b><i>Enterprising</i></b>			
Marketing & Advertising	Women	47.85	10.57
	Men	49.30	10.53
Sales	Women	50.69	11.05
	Men	54.32	11.33
Management	Women	48.35	12.00
	Men	52.24	11.30
Entrepreneurship	Women	43.27	11.89
	Men	47.00	11.47
Politics & Public Speaking	Women	45.44	9.97
	Men	51.54	10.51
Law	Women	48.21	10.45
	Men	49.63	9.97
<b><i>Conventional</i></b>			
Office Management	Women	56.71	11.95
	Men	53.94	10.29
Taxes & Accounting	Women	49.27	10.25
	Men	52.39	9.66
Programming & Information Systems	Women	47.58	11.29
	Men	53.01	10.84
Finance & Investing	Women	42.62	9.45
	Men	48.10	10.43

Note: N = 863 (467 women and 395 men; 1 did not indicate gender).

**TABLE C.9 BIS TEST-RETEST RELIABILITY STATISTICS—GERMAN SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.91	.79	52.51	11.56	53.49	10.11
Computer Hardware & Electronics	.93	.76	53.25	11.01	53.90	9.97
Military	.90	.84	47.28	10.42	48.33	10.80
Protective Services	.82	.85	48.12	11.34	49.34	10.02
Nature & Agriculture	.91	.81	49.27	11.10	50.23	10.01
Athletics	.91	.85	46.97	10.66	48.09	10.43
Science	.90	.73	51.06	11.07	52.17	9.12
Research	.89	.80	52.92	13.67	53.68	10.97
Medical Science	.85	.82	51.60	10.61	53.26	10.51
Mathematics	.91	.82	52.18	10.14	52.57	9.52
Visual Arts & Design	.92	.76	48.11	11.18	49.00	10.27
Performing Arts	.87	.86	47.69	10.59	47.82	10.12
Writing & Mass Communication	.89	.82	51.09	10.80	51.80	9.56
Culinary Arts	.88	.86	50.72	10.74	49.92	11.36
Counseling & Helping	.88	.84	51.54	10.69	52.23	10.53
Teaching & Education	.92	.85	50.20	12.96	50.60	11.87
Human Resources & Training	.90	.82	46.95	12.62	48.00	11.51
Social Sciences	.87	.76	48.19	11.59	49.87	10.34
Religion & Spirituality	.90	.80	45.41	10.23	47.14	9.97
Healthcare Services	.87	.86	52.27	11.36	52.98	10.42
Marketing & Advertising	.87	.83	49.26	11.73	50.10	10.36
Sales	.90	.79	52.13	13.27	53.62	12.47
Management	.87	.79	49.88	13.16	49.77	12.11
Entrepreneurship	.87	.86	45.12	13.01	45.28	11.85
Politics & Public Speaking	.92	.86	49.74	11.63	51.58	10.25
Law	.92	.88	49.35	11.33	50.32	10.75
Office Management	.87	.84	56.26	12.49	57.01	11.20
Taxes & Accounting	.85	.83	51.75	10.79	52.88	10.30
Programming & Information Systems	.91	.74	52.23	11.88	52.71	11.04
Finance & Investing	.87	.85	44.97	11.71	46.52	10.81

Note: Cronbach's alpha  $N = 863$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.

**TABLE C.10 INTERCORRELATIONS BETWEEN THE BISs—GERMAN SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.72	.44	.54	.58	.51	.66	.63	.48	.60	.66	.36	.39	.25	.32
2. Computer Hardware & Electronics	.72	—	.42	.46	.38	.38	.60	.61	.41	.59	.40	.18	.28	.14	.22
3. Military	.44	.42	—	.69	.35	.50	.36	.40	.37	.36	.23	.22	.22	.15	.20
4. Protective Services	.54	.46	.69	—	.49	.57	.52	.55	.64	.42	.46	.46	.45	.28	.50
5. Nature & Agriculture	.58	.38	.35	.49	—	.44	.55	.48	.46	.38	.54	.42	.37	.37	.42
6. Athletics	.51	.38	.50	.57	.44	—	.46	.52	.44	.43	.47	.44	.42	.25	.35
7. Science	.66	.60	.36	.52	.55	.46	—	.76	.66	.64	.61	.44	.45	.26	.38
8. Research	.63	.61	.40	.55	.48	.52	.76	—	.61	.74	.64	.50	.65	.30	.54
9. Medical Science	.48	.41	.37	.64	.46	.44	.66	.61	—	.45	.52	.48	.46	.31	.61
10. Mathematics	.60	.59	.36	.42	.38	.43	.64	.74	.45	—	.46	.33	.40	.14	.33
11. Visual Arts & Design	.66	.40	.23	.46	.54	.47	.61	.64	.52	.46	—	.72	.69	.36	.49
12. Performing Arts	.36	.18	.22	.46	.42	.44	.44	.50	.48	.33	.72	—	.68	.44	.56
13. Writing & Mass Communication	.39	.28	.22	.45	.37	.42	.45	.65	.46	.40	.69	.68	—	.35	.59
14. Culinary Arts	.25	.14	.15	.28	.37	.25	.26	.30	.31	.14	.36	.44	.35	—	.37
15. Counseling & Helping	.32	.22	.20	.50	.42	.35	.38	.54	.61	.33	.49	.56	.59	.37	—
16. Teaching & Education	.40	.25	.23	.46	.40	.48	.43	.50	.56	.41	.53	.57	.56	.35	.68
17. Human Resources & Training	.38	.33	.34	.49	.31	.43	.39	.64	.46	.45	.46	.47	.59	.37	.66
18. Social Sciences	.50	.41	.34	.54	.47	.51	.65	.79	.60	.61	.67	.62	.70	.31	.69
19. Religion & Spirituality	.36	.23	.31	.43	.42	.37	.39	.43	.43	.33	.49	.58	.48	.24	.57
20. Healthcare Services	.39	.30	.33	.63	.49	.42	.49	.45	.81	.36	.43	.47	.40	.36	.66
21. Marketing & Advertising	.45	.39	.35	.50	.36	.47	.39	.64	.42	.43	.53	.49	.60	.41	.54
22. Sales	.47	.40	.37	.47	.34	.44	.36	.50	.40	.44	.41	.36	.41	.27	.39
23. Management	.49	.41	.41	.54	.32	.47	.45	.63	.49	.51	.45	.40	.52	.34	.49
24. Entrepreneurship	.44	.43	.31	.45	.33	.39	.40	.63	.37	.43	.46	.40	.51	.33	.44
25. Politics & Public Speaking	.43	.36	.43	.48	.32	.51	.48	.68	.41	.50	.47	.49	.59	.26	.52
26. Law	.40	.36	.44	.61	.30	.43	.45	.58	.56	.45	.41	.40	.54	.27	.53
27. Office Management	.27	.33	.24	.38	.23	.27	.27	.49	.34	.47	.33	.32	.49	.22	.37
28. Taxes & Accounting	.52	.54	.41	.43	.35	.42	.51	.65	.43	.82	.38	.27	.38	.15	.33
29. Programming & Information Systems	.57	.84	.34	.44	.34	.38	.57	.68	.43	.62	.45	.28	.44	.16	.31
30. Finance & Investing	.49	.46	.48	.49	.32	.52	.49	.65	.44	.59	.43	.35	.41	.22	.34

**TABLE C.10 INTERCORRELATIONS BETWEEN THE BISs—GERMAN SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.40	.38	.50	.36	.39	.45	.47	.49	.44	.43	.40	.27	.52	.57	.49
2. Computer Hardware & Electronics	.25	.33	.41	.23	.30	.39	.40	.41	.43	.36	.36	.33	.54	.84	.46
3. Military	.23	.34	.34	.31	.33	.35	.37	.41	.31	.43	.44	.24	.41	.34	.48
4. Protective Services	.46	.49	.54	.43	.63	.50	.47	.54	.45	.48	.61	.38	.43	.44	.49
5. Nature & Agriculture	.40	.31	.47	.42	.49	.36	.34	.32	.33	.32	.30	.23	.35	.34	.32
6. Athletics	.48	.43	.51	.37	.42	.47	.44	.47	.39	.51	.43	.27	.42	.38	.52
7. Science	.43	.39	.65	.39	.49	.39	.36	.45	.40	.48	.45	.27	.51	.57	.49
8. Research	.50	.64	.79	.43	.45	.64	.50	.63	.63	.68	.58	.49	.65	.68	.65
9. Medical Science	.56	.46	.60	.43	.81	.42	.40	.49	.37	.41	.56	.34	.43	.43	.44
10. Mathematics	.41	.45	.61	.33	.36	.43	.44	.51	.43	.50	.45	.47	.82	.62	.59
11. Visual Arts & Design	.53	.46	.67	.49	.43	.53	.41	.45	.46	.47	.41	.33	.38	.45	.43
12. Performing Arts	.57	.47	.62	.58	.47	.49	.36	.40	.40	.49	.40	.32	.27	.28	.35
13. Writing & Mass Communication	.56	.59	.70	.48	.40	.60	.41	.52	.51	.59	.54	.49	.38	.44	.41
14. Culinary Arts	.35	.37	.31	.24	.36	.41	.27	.34	.33	.26	.27	.22	.15	.16	.22
15. Counseling & Helping	.68	.66	.69	.57	.66	.54	.39	.49	.44	.52	.53	.37	.33	.31	.34
16. Teaching & Education	—	.57	.62	.52	.60	.44	.42	.49	.34	.48	.49	.37	.38	.32	.34
17. Human Resources & Training	.57	—	.67	.40	.43	.74	.56	.84	.66	.67	.64	.53	.49	.43	.56
18. Social Sciences	.62	.67	—	.56	.52	.60	.46	.60	.53	.77	.65	.42	.55	.50	.60
19. Religion & Spirituality	.52	.40	.56	—	.48	.39	.40	.36	.31	.46	.36	.32	.34	.26	.38
20. Healthcare Services	.60	.43	.52	.48	—	.39	.42	.42	.29	.34	.45	.36	.35	.30	.31
21. Marketing & Advertising	.44	.74	.60	.39	.39	—	.75	.72	.78	.62	.55	.57	.50	.49	.61
22. Sales	.42	.56	.46	.40	.42	.75	—	.62	.58	.47	.49	.56	.55	.44	.63
23. Management	.49	.84	.60	.36	.42	.72	.62	—	.70	.65	.65	.54	.58	.46	.65
24. Entrepreneurship	.34	.66	.53	.31	.29	.78	.58	.70	—	.57	.54	.47	.49	.51	.64
25. Politics & Public Speaking	.48	.67	.77	.46	.34	.62	.47	.65	.57	—	.62	.31	.49	.41	.64
26. Law	.49	.64	.65	.36	.45	.55	.49	.65	.54	.62	—	.46	.55	.43	.57
27. Office Management	.37	.53	.42	.32	.36	.57	.56	.54	.47	.31	.46	—	.64	.57	.43
28. Taxes & Accounting	.38	.49	.55	.34	.35	.50	.55	.58	.49	.49	.55	.64	—	.61	.71
29. Programming & Information Systems	.32	.43	.50	.26	.30	.49	.44	.46	.51	.41	.43	.57	.61	—	.49
30. Finance & Investing	.34	.56	.60	.38	.31	.61	.63	.65	.64	.64	.57	.43	.71	.49	—

Note: *N* = 863.

**TABLE C.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
GERMAN SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.72	.47	.56	.60	.55	.69	.62	.53	.60	.71	.46	.42	.25	.40
2. Computer Hardware & Electronics	.65	—	.44	.51	.41	.45	.63	.64	.55	.61	.48	.31	.40	.17	.36
3. Military	.33	.28	—	.69	.36	.57	.39	.39	.42	.41	.26	.29	.25	.14	.24
4. Protective Services	.51	.39	.70	—	.48	.59	.53	.56	.67	.44	.45	.47	.45	.23	.52
5. Nature & Agriculture	.58	.32	.33	.49	—	.45	.54	.46	.41	.37	.52	.44	.36	.33	.41
6. Athletics	.38	.17	.38	.53	.41	—	.49	.51	.50	.42	.49	.51	.40	.26	.38
7. Science	.60	.53	.27	.48	.54	.36	—	.74	.66	.62	.62	.48	.49	.22	.40
8. Research	.62	.54	.35	.52	.48	.48	.77	—	.61	.71	.63	.51	.68	.26	.55
9. Medical Science	.51	.37	.37	.62	.55	.42	.70	.65	—	.48	.44	.40	.40	.25	.59
10. Mathematics	.55	.51	.25	.37	.37	.37	.63	.75	.45	—	.45	.34	.41	.13	.37
11. Visual Arts & Design	.66	.35	.20	.48	.57	.47	.61	.66	.64	.50	—	.70	.67	.30	.41
12. Performing Arts	.38	.19	.24	.48	.44	.45	.46	.55	.59	.40	.77	—	.65	.40	.46
13. Writing & Mass Communication	.46	.25	.25	.49	.40	.53	.45	.67	.54	.45	.73	.71	—	.27	.52
14. Culinary Arts	.36	.21	.21	.37	.44	.29	.36	.39	.37	.20	.43	.47	.44	—	.28
15. Counseling & Helping	.38	.22	.24	.52	.49	.43	.44	.61	.63	.37	.64	.67	.66	.47	—
16. Teaching & Education	.41	.19	.22	.50	.48	.51	.49	.59	.61	.42	.69	.70	.70	.43	.75
17. Human Resources & Training	.37	.28	.32	.47	.35	.44	.38	.68	.48	.43	.52	.54	.65	.47	.71
18. Social Sciences	.44	.31	.29	.52	.47	.50	.60	.77	.64	.58	.69	.70	.72	.41	.80
19. Religion & Spirituality	.30	.11	.29	.44	.43	.34	.36	.41	.51	.33	.52	.64	.51	.30	.66
20. Healthcare Services	.45	.26	.35	.66	.58	.46	.53	.53	.82	.39	.61	.62	.53	.42	.72
21. Marketing & Advertising	.45	.36	.32	.49	.38	.51	.40	.68	.49	.42	.55	.54	.66	.49	.65
22. Sales	.42	.30	.25	.43	.35	.46	.34	.55	.44	.44	.46	.45	.52	.37	.51
23. Management	.48	.34	.35	.47	.36	.46	.40	.64	.50	.48	.48	.44	.57	.45	.53
24. Entrepreneurship	.42	.40	.27	.41	.31	.42	.39	.66	.42	.45	.46	.47	.54	.45	.55
25. Politics & Public Speaking	.30	.18	.34	.44	.29	.50	.41	.66	.46	.42	.48	.55	.66	.37	.65
26. Law	.44	.31	.46	.63	.35	.48	.47	.62	.60	.44	.50	.52	.61	.38	.58
27. Office Management	.41	.43	.30	.49	.37	.41	.39	.60	.43	.61	.48	.46	.58	.34	.52
28. Taxes and Accounting	.49	.45	.36	.42	.36	.43	.49	.68	.44	.82	.42	.38	.46	.26	.42
29. Programming & Information Systems	.49	.82	.27	.40	.29	.29	.54	.65	.40	.63	.43	.31	.42	.25	.32
30. Finance & Investing	.39	.29	.37	.41	.30	.51	.43	.65	.48	.55	.44	.42	.45	.31	.47



**TABLE C.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
GERMAN SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.44	.39	.55	.44	.45	.46	.47	.46	.41	.43	.37	.27	.52	.57	.50
2. Computer Hardware & Electronics	.37	.39	.48	.35	.45	.42	.43	.42	.41	.38	.41	.41	.58	.85	.50
3. Military	.29	.37	.37	.34	.40	.38	.44	.43	.31	.43	.41	.27	.43	.34	.54
4. Protective Services	.45	.51	.54	.42	.64	.50	.49	.57	.47	.49	.59	.34	.43	.44	.55
5. Nature & Agriculture	.35	.28	.46	.41	.45	.34	.31	.27	.33	.31	.25	.16	.32	.35	.31
6. Athletics	.50	.42	.50	.39	.46	.43	.37	.44	.33	.45	.39	.25	.37	.39	.47
7. Science	.40	.39	.68	.41	.50	.38	.35	.46	.37	.50	.43	.24	.50	.55	.50
8. Research	.46	.62	.81	.44	.43	.61	.43	.61	.58	.68	.55	.47	.62	.69	.63
9. Medical Science	.51	.45	.59	.38	.80	.37	.38	.51	.35	.43	.55	.27	.44	.49	.45
10. Mathematics	.44	.46	.64	.33	.39	.43	.41	.51	.39	.50	.45	.44	.81	.59	.60
11. Visual Arts & Design	.42	.41	.65	.46	.31	.52	.37	.43	.47	.49	.34	.24	.35	.48	.44
12. Performing Arts	.46	.43	.60	.55	.35	.47	.32	.41	.39	.54	.32	.20	.22	.33	.38
13. Writing & Mass Communication	.46	.55	.70	.47	.30	.57	.36	.52	.52	.63	.51	.43	.35	.51	.44
14. Culinary Arts	.28	.30	.24	.19	.31	.35	.22	.28	.27	.23	.19	.12	.10	.14	.19
15. Counseling & Helping	.62	.65	.66	.52	.61	.48	.35	.52	.41	.53	.52	.25	.31	.38	.32
16. Teaching and Education	—	.54	.55	.44	.54	.36	.36	.50	.29	.45	.45	.29	.37	.35	.32
17. Human Resources & Training	.62	—	.64	.39	.40	.73	.54	.85	.64	.65	.64	.50	.47	.45	.57
18. Social Sciences	.73	.70	—	.53	.47	.56	.40	.61	.49	.77	.62	.36	.54	.51	.61
19. Religion & Spirituality	.62	.42	.60	—	.41	.35	.38	.38	.30	.48	.31	.25	.29	.33	.40
20. Healthcare Services	.67	.50	.62	.58	—	.32	.39	.42	.25	.34	.43	.24	.34	.35	.32
21. Marketing & Advertising	.53	.76	.66	.45	.52	—	.72	.71	.78	.58	.54	.57	.49	.50	.60
22. Sales	.50	.60	.52	.41	.51	.78	—	.60	.53	.42	.46	.58	.53	.44	.61
23. Management	.51	.83	.58	.34	.46	.73	.63	—	.68	.62	.66	.55	.57	.46	.65
24. Entrepreneurship	.42	.69	.57	.32	.39	.78	.61	.71	—	.52	.54	.48	.46	.49	.61
25. Politics & Public Speaking	.58	.74	.78	.47	.46	.68	.49	.66	.59	—	.61	.30	.47	.42	.65
26. Law	.54	.65	.68	.42	.52	.57	.50	.64	.54	.66	—	.44	.56	.44	.61
27. Office Management	.48	.61	.56	.44	.52	.62	.63	.61	.52	.44	.53	—	.61	.61	.48
28. Taxes & Accounting	.40	.52	.56	.40	.42	.51	.55	.57	.49	.46	.54	.75	—	.59	.73
29. Programming & Information Systems	.31	.41	.45	.18	.31	.48	.40	.42	.51	.32	.40	.63	.60	—	.51
30. Finance & Investing	.39	.58	.59	.38	.40	.64	.63	.61	.66	.57	.53	.50	.66	.40	—

Note:  $N = 863$ . For correlations above the diagonal, women  $n = 467$ ; below the diagonal, men  $n = 395$  (1 did not indicate gender).

**TABLE C.12 CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES—  
GERMAN SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	-.10	.08	-.23	-.01
Computer Hardware & Electronics	-.16	.00	-.25	-.05
Military	-.01	-.14	-.18	-.06
Protective Services	-.02	.04	-.03	.03
Nature & Agriculture	-.08	.08	.02	-.07
Athletics	-.12	.03	-.13	-.02
Science	.00	.10	-.18	.02
Research	-.10	.18	-.19	-.02
Medical Science	-.02	.06	.04	-.03
Mathematics	-.14	.11	-.28	.00
Visual Arts & Design	-.05	.29	.04	.04
Performing Arts	-.11	.30	.28	.19
Writing & Mass Communication	-.03	.33	.10	.06
Culinary Arts	-.20	.27	-.02	.00
Counseling & Helping	-.14	.17	.14	.11
Teaching & Education	-.14	.16	.11	.19
Human Resources & Training	-.23	.28	.00	.13
Social Sciences	-.09	.20	-.10	.09
Religion & Spirituality	.04	.07	.14	-.05
Healthcare Services	.04	.06	.11	-.03
Marketing & Advertising	-.19	.26	.05	.05
Sales	-.23	.08	.08	.04
Management	-.12	.17	-.08	-.03
Entrepreneurship	-.20	.16	-.06	-.01
Politics & Public Speaking	-.10	.17	-.21	.03
Law	-.10	.02	-.11	.01
Office Management	-.17	.02	.11	.00
Taxes & Accounting	-.15	-.06	-.25	-.04
Programming & Information Systems	-.18	.04	-.11	-.04
Finance & Investing	-.11	.10	-.20	-.04

Note:  $n = 128$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE C.13 COMPARISONS OF OSs BY GENDER—GERMAN SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	36.31	30.20	6.11	35.22	41.01	–5.78
Actuary	28.76	16.79	11.97	28.66	38.20	–9.54
Administrative Assistant	43.32	48.29	–4.97	44.68	41.87	2.81
Advertising Account Manager	30.54	34.47	–3.93	27.33	25.03	2.30
Architect	10.49	16.26	–5.77	18.49	18.02	0.47
Art Teacher	3.42	13.54	–10.12	5.16	–0.18	5.34
Artist	28.20	25.76	2.44	19.62	25.66	–6.04
Arts/Entertainment Manager	32.15	36.54	–4.39	35.24	33.32	1.92
Athletic Trainer	9.32	19.22	–9.89	19.36	9.81	9.55
Attorney	22.38	19.28	3.10	19.04	24.44	–5.40
Auditor	34.40	28.09	6.31	33.96	39.36	–5.40
Automobile Mechanic	30.47	32.12	–1.65	35.97	37.51	–1.54
Bartender	33.12	28.87	4.25	24.15	30.97	–6.82
Biologist	21.09	30.28	–9.20	28.88	25.27	3.61
Broadcast Journalist	30.28	25.85	4.43	22.99	25.83	–2.84
Business Education Teacher	32.46	39.47	–7.02	37.59	32.33	5.26
Business/Finance Supervisor	35.54	31.47	4.07	35.74	39.56	–3.82
Buyer	35.80	34.39	1.41	30.43	30.40	0.04
Career Counselor	24.14	31.30	–7.16	26.36	20.66	5.70
Carpenter	20.13	28.70	–8.58	32.47	25.28	7.20
Chef	31.25	33.69	–2.44	30.40	25.92	4.48
Chemist	23.05	13.87	9.18	24.66	31.68	–7.02
Chiropractor	28.72	28.94	–0.22	26.60	31.30	–4.70
Community Service Director	35.92	31.77	4.15	30.61	33.88	–3.28
Computer & IS Manager	34.61	30.78	3.82	39.83	43.60	–3.77
Computer Programmer	37.27	29.34	7.93	37.83	45.48	–7.65
Computer Scientist	22.93	15.29	7.64	27.26	35.54	–8.28
Computer Systems Analyst	33.31	33.53	–0.22	42.25	38.80	3.45
Computer/Mathematics Manager	27.05	25.86	1.19	35.42	37.97	–2.55
Cosmetologist	38.85	38.93	–0.08	32.24	32.96	–0.72
Credit Manager	42.31	33.03	9.28	38.91	42.92	–4.01
Customer Service Representative	42.40	45.00	–2.60	44.06	40.83	3.24
Dentist	23.29	22.95	0.34	25.42	25.55	–0.13
Dietitian	32.33	35.53	–3.20	30.93	29.88	1.06
Editor	19.86	24.58	–4.72	21.63	19.38	2.24

**TABLE C.13 COMPARISONS OF OSs BY GENDER—GERMAN SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	18.80	17.57	1.22	21.95	23.80	-1.85
Electrician	23.34	31.52	-8.18	37.96	31.23	6.73
Elementary School Teacher	27.79	34.95	-7.16	32.94	25.15	7.79
Emergency Medical Technician	37.55	35.07	2.47	35.83	35.27	0.55
Engineer	31.07	26.09	4.99	36.04	40.27	-4.23
Engineering Technician	33.74	24.50	9.24	33.39	40.88	-7.48
English Teacher	6.40	10.74	-4.34	7.03	2.59	4.44
ESL Instructor	24.07	31.26	-7.19	25.41	23.52	1.89
Facilities Manager	42.35	43.14	-0.79	44.60	41.21	3.39
Farmer/Rancher	40.17	37.78	2.40	39.43	38.49	0.94
Financial Analyst	40.12	25.95	14.17	31.77	43.39	-11.62
Financial Manager	31.33	20.58	10.76	27.96	36.90	-8.93
Firefighter	18.63	24.28	-5.65	29.15	23.98	5.16
Flight Attendant	37.37	42.85	-5.48	39.39	35.34	4.06
Florist	34.27	42.08	-7.80	39.19	31.32	7.88
Food Service Manager	41.27	38.19	3.08	37.50	39.19	-1.69
Forester	29.82	27.24	2.58	31.94	34.59	-2.65
Geographer	14.91	23.23	-8.32	22.41	19.44	2.97
Geologist	18.88	23.86	-4.98	28.24	28.02	0.22
Graphic Designer	25.76	27.58	-1.82	21.58	27.22	-5.64
Health Information Specialist	45.27	41.79	3.48	39.79	41.85	-2.06
Horticulturist	32.57	35.84	-3.26	34.95	29.26	5.69
Human Resources Manager	25.71	28.82	-3.11	29.18	28.83	0.35
Human Resources Specialist	34.62	32.09	2.53	32.17	37.21	-5.04
Instructional Coordinator	32.74	36.53	-3.79	36.93	33.75	3.18
Interior Designer	16.53	36.11	-19.58	27.87	16.53	11.34
Landscape/Grounds Manager	36.53	39.71	-3.18	40.08	39.88	0.20
Law Enforcement Officer	32.80	37.32	-4.53	38.63	37.05	1.58
Librarian	31.54	39.29	-7.75	34.10	30.60	3.50
Life Insurance Agent	31.75	29.57	2.18	30.01	32.93	-2.92
Loan Officer/Counselor	32.79	25.19	7.60	28.96	34.76	-5.80
Management Analyst	33.67	31.17	2.50	35.80	39.88	-4.09
Marketing Manager	25.51	26.01	-0.49	29.89	27.77	2.12
Mathematician	11.53	16.56	-5.03	17.35	21.43	-4.07
Mathematics Teacher	21.59	20.46	1.13	27.18	27.93	-0.74

**TABLE C.13 COMPARISONS OF OSs BY GENDER—GERMAN SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	12.27	6.37	5.90	0.25	9.27	-9.02
Medical Technician	37.94	27.35	10.59	29.65	35.14	-5.49
Medical Technologist	29.15	25.66	3.48	29.85	33.66	-3.81
Mental Health Counselor	20.17	30.26	-10.09	20.74	11.00	9.74
Middle School Teacher	26.03	27.64	-1.61	28.69	22.41	6.28
Military Enlisted	37.45	36.11	1.33	41.63	38.71	2.93
Military Officer	32.22	25.51	6.72	35.39	38.64	-3.25
Musician	28.15	37.08	-8.93	31.46	21.99	9.47
Network Administrator	35.56	24.55	11.00	36.22	44.66	-8.44
Nursing Home Administrator	43.85	40.87	2.98	39.88	42.01	-2.13
Occupational Therapist	38.51	37.64	0.87	31.57	32.04	-0.47
Operations Manager	33.56	27.02	6.54	33.09	38.52	-5.43
Optician	43.08	43.48	-0.40	44.46	40.55	3.91
Optometrist	30.16	24.50	5.66	28.43	34.96	-6.53
Paralegal	43.08	39.13	3.95	39.38	40.73	-1.35
Parks & Recreation Manager	32.02	35.99	-3.97	36.95	34.09	2.85
Personal Financial Advisor	27.04	12.12	14.92	19.08	32.46	-13.37
Pharmacist	33.19	36.78	-3.59	38.37	35.14	3.23
Photographer	32.54	30.83	1.71	29.56	28.91	0.65
Physical Therapist	25.96	21.46	4.51	23.20	25.07	-1.86
Physician	26.36	18.93	7.43	19.51	26.57	-7.06
Physicist	5.21	-0.41	5.62	13.46	21.27	-7.81
Production Worker	45.13	39.14	5.99	45.33	44.91	0.42
Psychologist	21.18	21.33	-0.15	20.53	21.32	-0.79
Public Administrator	19.27	23.02	-3.75	26.06	26.58	-0.53
Public Relations Director	17.28	22.49	-5.21	19.61	16.92	2.69
Purchasing Agent	33.06	28.83	4.23	34.04	36.50	-2.46
R&D Manager	21.70	16.71	4.99	26.97	31.21	-4.24
Radiologic Technologist	41.73	44.41	-2.68	42.72	37.31	5.41
Realtor	32.51	26.26	6.25	30.98	37.58	-6.61
Recreation Therapist	31.08	29.33	1.76	26.75	31.44	-4.69
Registered Nurse	30.62	35.14	-4.52	29.12	28.99	0.14
Rehabilitation Counselor	26.30	34.26	-7.96	30.50	24.68	5.82
Religious/Spiritual Leader	-2.35	13.39	-15.74	13.53	-2.79	16.32
Reporter	19.36	17.86	1.50	13.05	17.77	-4.73

**TABLE C.13 COMPARISONS OF OSs BY GENDER—GERMAN SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	36.17	27.23	8.94	28.82	29.48	-0.66
Restaurant Manager	32.34	40.00	-7.65	38.28	34.47	3.82
Sales Manager	24.35	14.73	9.61	22.87	31.22	-8.34
School Administrator	26.21	22.08	4.12	28.57	31.99	-3.42
School Counselor	24.53	26.23	-1.70	25.31	24.21	1.10
Science Teacher	16.06	19.37	-3.30	23.31	20.86	2.45
Secondary School Teacher	25.39	28.95	-3.57	28.87	22.74	6.13
Securities Sales Agent	24.32	8.67	15.64	17.78	29.00	-11.22
Social Worker	26.34	35.32	-8.98	26.94	21.60	5.34
Sociologist	10.73	17.31	-6.57	17.95	18.68	-0.73
Software Developer	33.42	25.44	7.97	35.88	42.40	-6.52
Special Education Teacher	24.93	39.85	-14.92	32.93	19.80	13.14
Speech Pathologist	40.83	41.58	-0.75	33.42	32.63	0.80
Technical Sales Representative	32.00	30.20	1.80	33.94	36.80	-2.86
Technical Support Specialist	38.44	31.03	7.41	39.37	45.48	-6.11
Technical Writer	23.65	30.32	-6.67	27.23	23.03	4.20
Top Executive, Business/Finance	28.55	19.35	9.21	25.97	34.98	-9.00
Training & Development Specialist	26.21	28.10	-1.89	28.98	29.77	-0.79
Translator	31.48	41.42	-9.94	36.14	27.56	8.57
University Administrator	26.17	29.45	-3.28	27.76	27.84	-0.07
University Faculty Member	30.02	25.65	4.37	23.76	31.58	-7.82
Urban & Regional Planner	23.57	32.30	-8.73	30.81	30.61	0.20
Veterinarian	22.83	19.18	3.65	20.56	25.46	-4.90
Vocational Agriculture Teacher	21.79	27.76	-5.97	31.52	25.54	5.99
Wholesale Sales Representative	28.91	29.61	-0.70	34.28	34.11	0.17

Note: N = 863 (467 women and 395 men; 1 did not indicate gender).

**TABLE C.14 OS CORRELATIONS OVERALL AND WITHIN THEME FOR WOMEN AND MEN—GERMAN SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.42	.36
Investigative	.62	.57
Artistic	.50	.50
Social	.61	.72
Enterprising	.44	.60
Conventional	.39	.68
Overall	.25	.26

Note: *N* = 863 (467 women and 395 men; 1 did not indicate gender).

**TABLE C.15 PSS MEANS AND STANDARD DEVIATIONS BY GENDER—GERMAN SAMPLE**

Personal Style Scale	Women		Men	
	Mean	<i>SD</i>	Mean	<i>SD</i>
Work Style	52.68	8.64	47.26	8.31
Learning Environment	43.39	9.09	45.28	8.68
Leadership Style	45.76	11.27	48.23	11.86
Risk Taking	44.19	9.83	49.71	9.56
Team Orientation	48.10	12.19	48.43	11.27

Note: *N* = 863 (467 women and 395 men; 1 did not indicate gender).

**TABLE C.16 INTERNAL CONSISTENCY RELIABILITIES FOR THE PSSs—GERMAN SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.91
Learning Environment	41	.94
Leadership Style	16	.91
Risk Taking	10	.83
Team Orientation	9	.84

Note: *N* = 863.

**TABLE C.17 PSS TEST-RETEST RELIABILITIES—GERMAN SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.87	49.45	8.58	49.14	8.98
Learning Environment	.88	46.61	8.73	46.59	8.22
Leadership Style	.87	48.08	12.85	48.46	11.89
Risk Taking	.84	46.49	11.47	47.78	10.70
Team Orientation	.78	48.37	12.76	48.36	12.13

Note:  $n = 75$ .

**TABLE C.18 INTERCORRELATIONS BETWEEN THE PSSs—GERMAN SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.14	.44	.06	.35
Learning Environment	.14	—	.64	.32	.36
Leadership Style	.44	.64	—	.57	.65
Risk Taking	.06	.32	.57	—	.42
Team Orientation	.35	.36	.65	.42	—

Note:  $N = 863$ .

**TABLE C.19 INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN—GERMAN SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.05	.47	.10	.36
Learning Environment	.36	—	.59	.28	.29
Leadership Style	.53	.69	—	.54	.60
Risk Taking	.23	.34	.60	—	.38
Team Orientation	.39	.45	.72	.49	—

Note:  $N = 863$ . For correlations above the diagonal, women  $n = 467$ ; below the diagonal, men  $n = 395$  (1 did not indicate gender).



**TABLE C.20 CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES—  
GERMAN SAMPLE**

PSS	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Work Style	–.18	.13	.34	.14
Learning Environment	–.10	.39	–.08	.13
Leadership Style	–.25	.32	–.05	.11
Risk Taking	–.11	.18	–.11	.08
Team Orientation	–.24	.13	.08	.10

Note:  $n = 128$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE C.21 AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND  
EACH SECTION FOR WOMEN AND MEN—GERMAN SAMPLE**

Basic Interest Scale	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Total Percentage (entire inventory)	Women	10.61	11.88	18.67	11.11	25.35	16.55	16.88	13.86	28.48	23.67
	Men	9.55	10.81	21.91	13.73	30.67	20.02	17.13	14.75	20.74	22.91
	Combined	10.11	11.41	20.14	12.48	27.87	18.52	16.98	14.27	24.91	23.63
Occupations	Women	7.47	10.75	14.47	11.23	23.10	20.04	19.38	19.09	35.58	29.76
	Men	6.54	8.72	17.21	14.54	29.52	23.43	19.95	18.73	26.77	28.22
	Combined	7.04	9.88	15.71	12.92	26.13	22.01	19.62	18.92	31.50	29.38
Subject Areas	Women	10.57	13.51	18.35	14.51	24.65	19.56	17.52	18.12	28.92	29.30
	Men	9.31	12.59	20.45	15.89	31.65	23.51	18.32	19.49	20.28	26.45
	Combined	9.98	13.10	19.31	15.18	27.92	21.78	17.86	18.75	24.93	28.34
Activities	Women	13.25	15.54	22.42	14.74	26.16	17.96	14.78	13.77	23.40	22.73
	Men	12.44	15.22	26.81	16.83	31.13	21.35	13.88	13.83	15.74	21.21
	Combined	12.86	15.38	24.41	15.88	28.51	19.86	14.35	13.79	19.86	22.36
Leisure Activities	Women	14.79	14.73	18.91	13.04	22.35	18.79	15.02	14.84	28.93	23.56
	Men	11.71	13.56	21.72	15.51	28.04	20.09	17.09	15.12	21.45	22.58
	Combined	13.36	14.28	20.17	14.29	25.04	19.73	15.95	15.00	25.47	23.40
People	Women	7.80	14.59	18.65	17.16	41.49	26.62	14.36	14.67	17.68	22.22
	Men	7.52	14.31	22.76	20.09	40.77	25.76	14.22	15.89	14.73	21.38
	Combined	7.67	14.45	20.51	18.66	41.23	26.28	14.28	15.23	16.31	21.87
Your Characteristics	Women	15.00	20.34	34.43	22.88	28.82	22.32	13.99	15.70	7.75	14.61
	Men	16.18	21.40	38.33	23.33	25.36	21.74	13.35	15.30	6.78	15.77
	Combined	15.54	20.82	36.27	23.19	27.21	22.10	13.68	15.51	7.30	15.15

Note:  $N = 863$  (467 women and 395 men; 1 did not indicate gender).

## APPENDIX D: LATIN AMERICAN SPANISH SAMPLE

**TABLE D.1 GOT MEANS AND STANDARD DEVIATIONS BY GENDER—LATIN AMERICAN SPANISH SAMPLE**

GOT	Gender	Mean	SD
Realistic	Women	49.29	8.96
	Men	58.81	9.06
Investigative	Women	51.51	10.75
	Men	56.08	10.16
Artistic	Women	55.26	9.52
	Men	53.11	9.53
Social	Women	53.66	10.62
	Men	51.89	11.23
Enterprising	Women	54.94	10.17
	Men	57.35	9.64
Conventional	Women	55.69	11.27
	Men	60.43	10.54

Note:  $N = 757$  (364 women and 393 men).

**TABLE D.2 GOT TEST-RETEST RELIABILITY STATISTICS—LATIN AMERICAN SPANISH SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.92	.85	56.13	9.35	55.91	10.05
Investigative	.93	.83	55.17	8.67	53.83	9.44
Artistic	.94	.88	53.97	8.74	54.42	9.30
Social	.94	.90	54.36	11.25	53.82	11.92
Enterprising	.91	.85	57.57	9.59	56.52	11.35
Conventional	.91	.87	60.59	11.05	60.11	12.12

Note: Cronbach's alpha  $N = 757$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.

**TABLE D.3 INTERCORRELATIONS BETWEEN THE GOTs—LATIN AMERICAN SPANISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.68	.35	.39	.43	.56
Investigative	.68	—	.40	.44	.30	.46
Artistic	.35	.40	—	.56	.42	.25
Social	.39	.44	.56	—	.56	.52
Enterprising	.43	.31	.42	.56	—	.65
Conventional	.56	.46	.25	.52	.65	—

Note:  $N = 757$ .

**TABLE D.4 INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN—LATIN AMERICAN SPANISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.63	.49	.42	.38	.51
Investigative	.71	—	.41	.38	.28	.39
Artistic	.43	.46	—	.47	.42	.18
Social	.54	.54	.62	—	.51	.45
Enterprising	.47	.29	.46	.64	—	.64
Conventional	.56	.48	.37	.65	.64	—

Note:  $N = 757$ . For correlations above the diagonal, women  $n = 364$ ; below the diagonal, men  $n = 393$ .

**TABLE D.5 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES—LATIN AMERICAN SPANISH SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	–.13	–.02	–.16	.07
Investigative	–.01	.06	.10	.14
Artistic	–.08	.30	.15	.09
Social	–.03	–.08	.18	–.02
Enterprising	–.13	.01	–.11	.09
Conventional	–.06	–.06	–.11	.13

Note:  $n = 61$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE D.6 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS—  
LATIN AMERICAN SPANISH SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.24	–.10	–.14	–.14	–.16	–.01
Expressive–Contained	.00	.09	–.11	–.01	–.10	.03
Gregarious–Intimate	–.11	–.08	.01	–.09	–.25	–.20
Active–Reflective	–.17	–.02	–.12	–.02	–.30	–.09
Enthusiastic–Quiet	–.08	.10	–.08	.07	–.19	–.07
<b><i>S–N Facets</i></b>						
Concrete–Abstract	–.02	–.02	.21	–.13	–.05	–.12
Realistic–Imaginative	–.01	–.01	.38	–.05	.11	–.16
Practical–Conceptual	–.15	.06	.12	–.07	–.17	–.16
Experiential–Theoretical	–.13	–.06	.07	–.05	–.16	–.10
Traditional–Original	.22	.26	.31	.06	.23	.10
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.20	.06	.13	.20	–.14	–.07
Reasonable–Compassionate	–.02	.17	.04	.12	–.22	–.07
Questioning–Accommodating	.13	.33	.14	.33	.15	.15
Critical–Accepting	.20	.32	.19	.35	.11	.07
Tough–Tender	–.02	.21	.27	.30	.08	.02
<b><i>J–P Facets</i></b>						
Systematic–Casual	.10	.02	.13	–.04	.16	.01
Planful–Open-Ended	.12	.14	.13	.08	.16	.22
Early Starting–Pressure-Prompted	.02	–.06	–.01	–.14	.08	–.01
Scheduled–Spontaneous	–.12	–.03	.05	–.07	.02	.07
Methodical–Emergent	.11	.18	.01	.03	.04	.10

Note:  $n = 61$ .

**TABLE D.7 CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS—  
LATIN AMERICAN SPANISH SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	.11	.04	.22	.07	–.26
Investigative	–.03	.03	.20	.06	–.21
Artistic	.03	.19	–.03	.17	–.01
Social	.07	.28	.05	.04	–.14
Enterprising	.40	.16	.21	.17	.05
Conventional	.06	–.03	.13	–.09	–.22

Note:  $n = 95$ .

**TABLE D.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—  
LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	Gender	Mean	SD
<i>Realistic</i>			
Mechanics & Construction	Women	47.69	8.85
	Men	56.39	9.29
Computer Hardware & Electronics	Women	50.66	9.68
	Men	60.66	9.02
Military	Women	48.19	10.93
	Men	56.79	12.08
Protective Services	Women	48.73	10.27
	Men	52.66	10.21
Nature & Agriculture	Women	51.10	9.80
	Men	53.32	9.65
Athletics	Women	47.78	8.93
	Men	54.10	9.63
<i>Investigative</i>			
Science	Women	50.96	10.36
	Men	55.25	10.06
Research	Women	52.79	11.05
	Men	58.72	10.23
Medical Science	Women	50.90	11.78
	Men	52.56	10.73
Mathematics	Women	50.28	10.69
	Men	56.32	9.48
<i>Artistic</i>			
Visual Arts & Design	Women	53.57	9.77
	Men	51.73	8.96
Performing Arts	Women	55.79	9.76
	Men	52.85	9.57
Writing & Mass Communication	Women	51.59	9.28
	Men	52.45	8.85
Culinary Arts	Women	56.52	9.46
	Men	53.24	9.90

**TABLE D.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—  
LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	Gender	Mean	SD
<b><i>Social</i></b>			
Counseling & Helping	Women	52.07	10.55
	Men	50.35	10.46
Teaching & Education	Women	55.40	11.54
	Men	53.76	11.20
Human Resources & Training	Women	52.12	11.37
	Men	53.29	10.45
Social Sciences	Women	51.18	10.30
	Men	51.80	10.43
Religion & Spirituality	Women	48.43	9.76
	Men	49.28	10.41
Healthcare Services	Women	51.34	12.27
	Men	52.21	10.76
<b><i>Enterprising</i></b>			
Marketing & Advertising	Women	54.52	10.42
	Men	56.04	9.68
Sales	Women	54.05	11.08
	Men	57.88	11.22
Management	Women	55.12	11.09
	Men	57.83	9.91
Entrepreneurship	Women	53.93	10.01
	Men	56.27	8.27
Politics & Public Speaking	Women	50.92	10.37
	Men	54.86	9.84
Law	Women	48.02	10.60
	Men	50.38	10.43
<b><i>Conventional</i></b>			
Office Management	Women	57.80	10.24
	Men	57.79	9.53
Taxes & Accounting	Women	51.43	11.01
	Men	55.72	10.23
Programming & Information Systems	Women	52.20	11.14
	Men	59.71	9.88
Finance & Investing	Women	52.03	10.83
	Men	56.30	9.78

Note: N = 757 (364 women and 393 men).

**TABLE D.9 BIS TEST-RETEST RELIABILITY STATISTICS—LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.89	.82	54.52	9.31	55.23	10.11
Computer Hardware & Electronics	.92	.88	58.53	9.67	57.77	9.70
Military	.94	.82	53.57	10.84	53.31	10.84
Protective Services	.82	.81	50.78	9.66	50.94	10.73
Nature & Agriculture	.91	.84	53.52	8.50	52.46	9.23
Athletics	.91	.83	52.71	9.67	52.76	9.46
Science	.88	.82	53.83	9.11	53.53	9.27
Research	.86	.80	57.84	9.94	57.02	11.16
Medical Science	.88	.83	51.77	10.65	51.96	10.70
Mathematics	.92	.82	55.56	9.07	55.08	9.76
Visual Arts & Design	.87	.84	52.76	8.52	52.92	9.03
Performing Arts	.87	.92	54.43	9.40	54.87	9.94
Writing & Mass Communication	.85	.86	52.23	8.43	52.33	8.67
Culinary Arts	.89	.83	53.63	9.88	52.45	10.78
Counseling & Helping	.86	.89	52.13	10.44	51.57	11.32
Teaching & Education	.91	.85	55.84	11.08	55.58	11.11
Human Resources & Training	.87	.89	54.63	11.25	52.43	12.68
Social Sciences	.82	.85	53.22	9.00	51.60	10.79
Religion & Spirituality	.92	.78	49.79	9.77	50.28	10.15
Healthcare Services	.89	.79	52.53	10.90	53.01	10.59
Marketing & Advertising	.85	.82	56.42	8.87	55.28	10.21
Sales	.88	.85	57.41	11.42	57.57	12.43
Management	.82	.87	58.57	11.73	56.66	11.85
Entrepreneurship	.84	.70	57.03	8.65	54.54	9.78
Politics & Public Speaking	.90	.91	54.52	10.29	53.61	11.21
Law	.93	.88	50.79	10.62	50.21	10.91
Office Management	.80	.82	58.93	10.59	59.30	11.20
Taxes & Accounting	.87	.86	55.76	9.90	54.75	10.09
Programming & Information Systems	.91	.87	58.96	10.07	57.32	10.66
Finance & Investing	.87	.83	55.78	9.92	54.96	11.36

Note: Cronbach's alpha  $N = 757$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.

**TABLE D.10 INTERCORRELATIONS BETWEEN THE BISs—LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.68	.58	.54	.55	.55	.61	.58	.45	.59	.39	.18	.28	.07	.27
2. Computer Hardware & Electronics	.68	—	.43	.40	.31	.42	.48	.52	.34	.56	.16	.09	.23	-.06	.19
3. Military	.58	.43	—	.75	.45	.47	.49	.45	.45	.36	.21	.17	.25	.13	.26
4. Protective Services	.54	.40	.75	—	.57	.54	.55	.50	.65	.29	.38	.38	.43	.23	.44
5. Nature & Agriculture	.55	.31	.45	.57	—	.49	.54	.49	.52	.28	.50	.41	.41	.38	.49
6. Athletics	.55	.42	.47	.54	.49	—	.47	.46	.43	.34	.35	.38	.40	.17	.37
7. Science	.61	.48	.49	.55	.54	.47	—	.67	.73	.53	.34	.31	.32	.12	.34
8. Research	.58	.52	.45	.50	.49	.46	.67	—	.53	.69	.36	.32	.52	.19	.49
9. Medical Science	.45	.34	.45	.65	.52	.43	.73	.53	—	.31	.36	.36	.35	.20	.48
10. Mathematics	.59	.56	.36	.29	.28	.34	.53	.69	.31	—	.18	.09	.25	-.03	.21
11. Visual Arts & Design	.39	.16	.21	.38	.50	.35	.34	.36	.36	.18	—	.68	.61	.38	.46
12. Performing Arts	.18	.09	.17	.38	.41	.38	.31	.32	.36	.09	.68	—	.65	.44	.52
13. Writing & Mass Communication	.28	.23	.25	.43	.41	.40	.32	.52	.35	.25	.61	.65	—	.31	.55
14. Culinary Arts	.07	-.06	.13	.23	.38	.17	.12	.19	.20	-.03	.38	.44	.31	—	.38
15. Counseling & Helping	.27	.19	.26	.44	.49	.37	.34	.49	.48	.21	.46	.52	.55	.38	—
16. Teaching & Education	.22	.22	.18	.32	.35	.38	.29	.38	.34	.25	.32	.40	.45	.27	.58
17. Human Resources & Training	.27	.23	.27	.34	.34	.32	.21	.54	.29	.28	.31	.38	.51	.34	.68
18. Social Sciences	.35	.23	.36	.49	.51	.43	.43	.63	.43	.34	.48	.49	.63	.31	.69
19. Religion & Spirituality	.31	.22	.26	.32	.37	.35	.31	.34	.36	.23	.32	.37	.37	.14	.61
20. Healthcare Services	.41	.31	.45	.68	.53	.46	.59	.44	.85	.24	.35	.36	.35	.24	.53
21. Marketing & Advertising	.34	.25	.27	.35	.35	.33	.17	.52	.19	.26	.37	.34	.48	.39	.49
22. Sales	.46	.33	.31	.40	.39	.43	.27	.41	.29	.29	.26	.22	.34	.23	.42
23. Management	.33	.25	.36	.40	.32	.33	.26	.53	.33	.32	.21	.26	.41	.30	.45
24. Entrepreneurship	.28	.30	.17	.22	.32	.24	.18	.51	.12	.27	.27	.25	.34	.34	.35
25. Politics & Public Speaking	.26	.15	.39	.45	.27	.36	.20	.50	.25	.23	.29	.36	.57	.25	.48
26. Law	.36	.24	.47	.56	.29	.37	.29	.43	.38	.23	.25	.28	.45	.18	.43
27. Office Management	.33	.40	.25	.37	.31	.33	.25	.49	.30	.39	.27	.30	.49	.23	.48
28. Taxes & Accounting	.46	.44	.29	.27	.21	.31	.35	.53	.26	.71	.04	.03	.19	-.01	.20
29. Programming & Information Systems	.51	.85	.30	.34	.25	.35	.38	.54	.29	.52	.26	.20	.38	.01	.25
30. Finance & Investing	.38	.32	.33	.34	.29	.35	.29	.57	.27	.45	.16	.19	.33	.22	.31



**TABLE D.10 INTERCORRELATIONS BETWEEN THE BISs—LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.22	.27	.35	.31	.41	.34	.46	.33	.28	.26	.36	.33	.46	.51	.38
2. Computer Hardware & Electronics	.22	.23	.23	.22	.31	.25	.33	.25	.30	.15	.24	.40	.44	.85	.32
3. Military	.18	.27	.36	.26	.45	.27	.31	.36	.17	.39	.47	.25	.29	.30	.33
4. Protective Services	.32	.34	.49	.32	.68	.35	.40	.40	.22	.45	.56	.37	.27	.34	.34
5. Nature & Agriculture	.35	.34	.51	.37	.53	.35	.39	.32	.32	.27	.29	.31	.21	.25	.29
6. Athletics	.38	.32	.43	.35	.46	.33	.43	.33	.24	.36	.37	.33	.31	.35	.35
7. Science	.29	.21	.43	.31	.59	.17	.27	.26	.18	.20	.29	.25	.35	.38	.29
8. Research	.38	.54	.63	.34	.44	.52	.41	.53	.51	.50	.43	.49	.53	.54	.57
9. Medical Science	.34	.29	.43	.36	.85	.19	.29	.33	.12	.25	.38	.30	.26	.29	.27
10. Mathematics	.25	.28	.34	.23	.24	.26	.29	.32	.27	.23	.23	.39	.71	.52	.45
11. Visual Arts & Design	.32	.31	.48	.32	.35	.37	.26	.21	.27	.29	.25	.27	.04	.26	.16
12. Performing Arts	.40	.38	.49	.37	.36	.34	.22	.26	.25	.36	.28	.30	.03	.20	.19
13. Writing & Mass Communication	.45	.51	.63	.37	.35	.48	.34	.41	.34	.57	.45	.49	.19	.38	.33
14. Culinary Arts	.27	.34	.31	.14	.24	.39	.23	.30	.34	.25	.18	.23	-.01	.01	.22
15. Counseling & Helping	.58	.68	.69	.61	.53	.49	.42	.45	.35	.48	.43	.48	.20	.25	.31
16. Teaching and Education	—	.48	.48	.41	.42	.28	.28	.38	.18	.30	.29	.48	.27	.29	.17
17. Human Resources & Training	.48	—	.61	.37	.34	.69	.53	.78	.53	.54	.49	.64	.36	.30	.51
18. Social Sciences	.48	.61	—	.42	.42	.52	.40	.54	.40	.69	.58	.51	.31	.30	.48
19. Religion & Spirituality	.41	.37	.42	—	.41	.28	.36	.26	.15	.30	.29	.35	.24	.20	.19
20. Healthcare Services	.42	.34	.42	.41	—	.24	.38	.33	.09	.24	.38	.37	.24	.26	.21
21. Marketing & Advertising	.28	.69	.52	.28	.24	—	.70	.65	.74	.52	.47	.56	.38	.34	.62
22. Sales	.28	.53	.40	.36	.38	.70	—	.53	.46	.39	.45	.53	.44	.33	.55
23. Management	.38	.78	.54	.26	.33	.65	.53	—	.53	.56	.55	.63	.46	.28	.63
24. Entrepreneurship	.18	.53	.40	.15	.09	.74	.46	.53	—	.37	.33	.43	.34	.37	.63
25. Politics & Public Speaking	.30	.54	.69	.30	.24	.52	.39	.56	.37	—	.68	.41	.28	.20	.53
26. Law	.29	.49	.58	.29	.38	.47	.45	.55	.33	.68	—	.48	.39	.25	.54
27. Office Management	.48	.64	.51	.35	.37	.56	.53	.63	.43	.41	.48	—	.61	.52	.50
28. Taxes & Accounting	.27	.36	.31	.24	.24	.38	.44	.46	.34	.28	.39	.61	—	.42	.63
29. Programming & Information Systems	.29	.30	.30	.20	.26	.34	.33	.28	.37	.20	.25	.52	.42	—	.34
30. Finance & Investing	.17	.51	.48	.19	.21	.62	.55	.63	.63	.53	.54	.50	.63	.34	—

Note: N = 757.

**TABLE D.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.59	.50	.56	.55	.52	.56	.49	.42	.47	.50	.28	.34	.12	.28
2. Computer Hardware & Electronics	.61	—	.33	.37	.30	.33	.38	.42	.31	.44	.23	.18	.28	.03	.26
3. Military	.53	.32	—	.74	.36	.41	.44	.36	.43	.30	.22	.21	.28	.07	.21
4. Protective Services	.48	.36	.74	—	.54	.53	.53	.47	.64	.26	.35	.36	.41	.17	.37
5. Nature & Agriculture	.56	.29	.52	.58	—	.50	.52	.45	.48	.24	.54	.41	.39	.34	.45
6. Athletics	.45	.32	.41	.50	.47	—	.43	.38	.40	.23	.40	.44	.38	.23	.38
7. Science	.63	.50	.47	.52	.56	.45	—	.64	.71	.47	.32	.30	.30	.07	.31
8. Research	.58	.51	.42	.49	.51	.43	.67	—	.48	.66	.39	.35	.56	.20	.49
9. Medical Science	.51	.39	.48	.67	.57	.47	.75	.59	—	.23	.29	.26	.26	.09	.39
10. Mathematics	.60	.56	.29	.24	.27	.32	.54	.66	.39	—	.18	.10	.28	.02	.21
11. Visual Arts & Design	.46	.23	.30	.45	.50	.42	.44	.42	.47	.25	—	.65	.60	.34	.41
12. Performing Arts	.27	.19	.27	.47	.47	.46	.40	.41	.50	.17	.72	—	.62	.36	.46
13. Writing & Mass Communication	.24	.20	.22	.45	.42	.44	.33	.48	.44	.22	.65	.70	—	.28	.49
14. Culinary Arts	.19	.02	.31	.37	.48	.24	.25	.29	.33	.02	.40	.48	.36	—	.34
15. Counseling & Helping	.40	.27	.38	.55	.55	.46	.42	.57	.59	.29	.51	.58	.61	.41	—
16. Teaching and Education	.37	.34	.27	.45	.47	.53	.42	.53	.51	.34	.48	.52	.59	.27	.68
17. Human Resources & Training	.34	.29	.32	.41	.37	.35	.23	.59	.38	.28	.33	.41	.51	.35	.70
18. Social Sciences	.38	.22	.38	.50	.55	.49	.46	.64	.51	.37	.55	.57	.68	.36	.77
19. Religion & Spirituality	.34	.22	.31	.37	.40	.37	.38	.38	.47	.30	.33	.39	.38	.18	.62
20. Healthcare Services	.48	.36	.52	.74	.59	.51	.60	.51	.83	.30	.47	.50	.47	.36	.66
21. Marketing & Advertising	.36	.22	.32	.43	.39	.37	.15	.50	.28	.18	.38	.36	.44	.41	.54
22. Sales	.44	.24	.30	.43	.43	.42	.24	.39	.34	.26	.33	.29	.34	.29	.50
23. Management	.35	.24	.35	.41	.33	.35	.27	.54	.40	.31	.28	.32	.41	.35	.53
24. Entrepreneurship	.31	.28	.21	.31	.38	.30	.19	.53	.21	.22	.29	.31	.34	.39	.41
25. Politics & Public Speaking	.19	.00	.35	.45	.30	.34	.19	.46	.34	.19	.35	.45	.55	.32	.57
26. Law	.36	.20	.45	.57	.38	.40	.30	.44	.45	.25	.33	.38	.46	.25	.55
27. Office Management	.39	.49	.29	.43	.34	.41	.30	.52	.40	.43	.38	.38	.53	.22	.56
28. Taxes & Accounting	.46	.44	.24	.27	.25	.34	.35	.50	.33	.69	.14	.14	.20	.04	.31
29. Programming & Information Systems	.41	.84	.22	.31	.20	.29	.39	.48	.34	.52	.34	.28	.36	.02	.30
30. Finance & Investing	.37	.24	.32	.36	.35	.39	.27	.57	.32	.42	.28	.31	.34	.34	.41

**TABLE D.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.17	.22	.37	.30	.41	.32	.43	.27	.20	.21	.34	.33	.39	.44	.30
2. Computer Hardware & Electronics	.25	.19	.27	.23	.32	.25	.33	.20	.27	.14	.22	.43	.36	.82	.28
3. Military	.16	.21	.37	.20	.41	.19	.25	.33	.06	.35	.48	.25	.24	.21	.26
4. Protective Services	.23	.27	.48	.25	.64	.26	.34	.37	.11	.41	.53	.32	.22	.28	.26
5. Nature & Agriculture	.25	.32	.45	.33	.47	.30	.33	.28	.25	.21	.19	.29	.14	.26	.20
6. Athletics	.31	.29	.39	.34	.44	.27	.40	.28	.13	.29	.31	.29	.19	.25	.22
7. Science	.20	.18	.41	.23	.60	.16	.24	.22	.12	.15	.24	.22	.30	.30	.24
8. Research	.30	.51	.65	.29	.38	.53	.38	.50	.48	.48	.40	.50	.50	.50	.54
9. Medical Science	.20	.20	.34	.24	.87	.10	.23	.26	.04	.15	.30	.21	.18	.23	.21
10. Mathematics	.22	.28	.32	.17	.18	.30	.25	.29	.26	.18	.17	.39	.71	.43	.40
11. Visual Arts & Design	.16	.30	.43	.33	.26	.39	.25	.18	.27	.28	.20	.17	-.01	.30	.10
12. Performing Arts	.27	.37	.43	.39	.25	.35	.20	.24	.25	.35	.23	.23	-.03	.25	.16
13. Writing & Mass Communication	.32	.51	.59	.36	.24	.51	.34	.41	.35	.58	.43	.45	.17	.42	.32
14. Culinary Arts	.25	.35	.27	.12	.15	.41	.23	.31	.35	.25	.16	.24	.01	.11	.19
15. Counseling & Helping	.48	.68	.61	.61	.43	.46	.37	.41	.32	.44	.33	.40	.13	.30	.27
16. Teaching & Education	—	.40	.33	.36	.29	.20	.21	.28	.11	.24	.17	.38	.19	.28	.06
17. Human Resources & Training	.57	—	.59	.35	.24	.68	.49	.76	.49	.50	.41	.62	.30	.29	.45
18. Social Sciences	.62	.63	—	.35	.32	.56	.39	.53	.39	.70	.52	.48	.25	.34	.45
19. Religion & Spirituality	.47	.39	.49	—	.29	.25	.33	.19	.12	.28	.20	.27	.17	.20	.15
20. Healthcare Services	.56	.44	.52	.52	—	.12	.32	.25	-.01	.13	.28	.26	.17	.22	.16
21. Marketing & Advertising	.39	.70	.49	.30	.38	—	.67	.65	.74	.51	.40	.56	.37	.38	.60
22. Sales	.39	.57	.41	.38	.44	.72	—	.52	.42	.36	.39	.52	.38	.32	.53
23. Management	.52	.81	.55	.33	.41	.66	.51	—	.50	.56	.53	.63	.42	.27	.62
24. Entrepreneurship	.29	.58	.41	.18	.21	.74	.48	.56	—	.33	.30	.45	.34	.41	.60
25. Politics & Public Speaking	.39	.58	.70	.32	.36	.53	.38	.55	.39	—	.66	.43	.23	.22	.51
26. Law	.42	.57	.63	.37	.47	.52	.49	.55	.34	.68	—	.43	.33	.24	.51
27. Office Management	.59	.66	.55	.42	.49	.57	.57	.63	.41	.40	.53	—	.59	.54	.52
28. Taxes & Accounting	.39	.41	.37	.31	.31	.38	.47	.47	.30	.28	.43	.66	—	.36	.62
29. Programming & Information Systems	.40	.30	.28	.21	.31	.27	.25	.24	.28	.07	.21	.57	.40	—	.33
30. Finance & Investing	.32	.57	.51	.23	.26	.63	.55	.63	.64	.52	.54	.50	.60	.25	—

Note:  $N = 757$ . For correlations above the diagonal, women  $n = 364$ ; below the diagonal, men  $n = 393$ .

**TABLE D.12 CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES—  
LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	-.06	.04	-.10	.03
Computer Hardware & Electronics	-.08	-.07	-.19	-.03
Military	-.05	-.13	-.13	-.02
Protective Services	-.09	-.07	-.03	.07
Nature & Agriculture	-.13	.19	-.11	.09
Athletics	-.02	-.13	.04	.05
Science	.05	-.01	.18	.12
Research	-.13	.02	-.13	.02
Medical Science	-.02	.05	.19	.14
Mathematics	-.01	.06	-.06	.23
Visual Arts & Design	-.12	.32	.13	.15
Performing Arts	-.14	.14	.08	.07
Writing & Mass Communication	.00	.26	.05	.08
Culinary Arts	-.34	.22	.08	.27
Counseling & Helping	-.05	-.04	.13	-.05
Teaching & Education	.03	-.06	.21	.02
Human Resources & Training	-.19	-.21	-.10	-.09
Social Sciences	-.18	.12	-.02	.02
Religion & Spirituality	-.02	-.03	.18	-.08
Healthcare Services	-.01	.00	.23	.06
Marketing & Advertising	.04	-.05	-.07	-.03
Sales	.00	.05	.00	.21
Management	-.22	-.07	-.09	.07
Entrepreneurship	.00	-.19	-.16	.00
Politics & Public Speaking	-.15	-.02	-.05	-.14
Law	-.23	-.07	.03	.14
Office Management	-.12	-.10	-.05	.10
Taxes & Accounting	.07	-.05	-.07	.11
Programming & Information Systems	-.05	.02	-.17	.03
Finance & Investing	-.17	-.03	-.20	.17

Note:  $n = 61$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE D.13 COMPARISONS OF OSs BY GENDER—LATIN AMERICAN SPANISH SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	39.65	37.80	1.85	43.91	45.22	-1.31
Actuary	30.07	23.53	6.54	35.66	40.03	-4.37
Administrative Assistant	46.48	53.14	-6.66	48.35	46.01	2.34
Advertising Account Manager	33.86	37.71	-3.85	29.57	26.35	3.22
Architect	18.44	23.99	-5.55	24.91	26.79	-1.88
Art Teacher	16.31	25.44	-9.13	13.09	9.70	3.39
Artist	27.18	26.34	0.85	18.95	23.82	-4.86
Arts/Entertainment Manager	42.77	47.01	-4.24	44.41	42.84	1.57
Athletic Trainer	6.73	13.33	-6.60	16.44	12.42	4.02
Attorney	27.63	24.73	2.91	24.50	28.88	-4.38
Auditor	40.88	35.10	5.78	43.14	45.59	-2.45
Automobile Mechanic	25.40	23.45	1.95	29.63	36.69	-7.05
Bartender	36.41	38.27	-1.86	31.51	33.64	-2.13
Biologist	19.96	25.29	-5.33	24.48	27.21	-2.74
Broadcast Journalist	35.27	33.77	1.51	31.01	29.81	1.20
Business Education Teacher	33.01	41.86	-8.85	39.18	31.94	7.24
Business/Finance Supervisor	43.03	41.40	1.63	44.81	46.42	-1.61
Buyer	36.97	38.38	-1.41	31.92	29.55	2.36
Career Counselor	31.42	39.80	-8.38	32.66	25.56	7.11
Carpenter	18.50	23.84	-5.34	29.92	27.21	2.71
Chef	38.54	40.43	-1.88	35.82	30.17	5.65
Chemist	22.31	14.89	7.43	27.06	34.50	-7.44
Chiropractor	33.28	30.03	3.25	30.27	38.59	-8.33
Community Service Director	38.73	40.78	-2.05	38.57	36.45	2.12
Computer & IS Manager	38.37	37.37	1.00	47.40	48.93	-1.53
Computer Programmer	41.35	34.58	6.77	45.15	51.58	-6.43
Computer Scientist	28.53	20.04	8.49	35.75	43.84	-8.08
Computer Systems Analyst	39.80	38.73	1.07	49.80	45.31	4.49
Computer/Mathematics Manager	39.03	33.64	5.39	44.07	50.52	-6.44
Cosmetologist	36.67	45.27	-8.61	35.48	28.38	7.09
Credit Manager	43.14	39.44	3.70	44.78	43.46	1.32
Customer Service Representative	45.05	49.73	-4.67	48.72	43.88	4.84
Dentist	25.54	22.78	2.75	27.75	31.52	-3.77
Dietitian	30.64	38.91	-8.27	34.57	29.62	4.95
Editor	32.85	34.22	-1.36	32.74	32.66	0.08

**TABLE D.13 COMPARISONS OF OSs BY GENDER—LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	29.84	27.50	2.34	29.49	32.76	-3.27
Electrician	22.34	24.58	-2.24	32.72	32.94	-0.22
Elementary School Teacher	33.74	39.28	-5.54	36.65	30.29	6.36
Emergency Medical Technician	30.13	28.73	1.41	32.48	32.00	0.49
Engineer	37.08	30.81	6.27	43.09	47.94	-4.85
Engineering Technician	36.76	21.60	15.16	34.03	46.78	-12.75
English Teacher	18.36	24.11	-5.74	20.89	15.82	5.07
ESL Instructor	32.27	35.21	-2.94	28.22	31.10	-2.88
Facilities Manager	45.06	45.54	-0.48	46.82	44.12	2.70
Farmer/Rancher	34.02	28.78	5.25	30.41	32.24	-1.82
Financial Analyst	39.72	35.08	4.64	41.52	41.22	0.30
Financial Manager	37.59	28.60	8.99	36.55	43.50	-6.95
Firefighter	22.45	23.18	-0.73	30.98	33.22	-2.24
Flight Attendant	40.18	48.61	-8.43	43.07	35.70	7.37
Florist	35.43	41.46	-6.03	37.05	30.30	6.75
Food Service Manager	40.08	44.55	-4.47	42.41	37.93	4.49
Forester	27.06	25.77	1.29	30.40	34.49	-4.09
Geographer	20.64	24.39	-3.74	24.96	26.21	-1.25
Geologist	20.31	23.12	-2.80	27.47	31.32	-3.85
Graphic Designer	35.23	31.43	3.80	23.76	35.83	-12.07
Health Information Specialist	39.75	42.57	-2.81	45.54	39.22	6.32
Horticulturist	31.81	35.01	-3.20	35.31	30.31	5.00
Human Resources Manager	35.79	37.17	-1.38	35.63	37.16	-1.52
Human Resources Specialist	43.53	41.39	2.14	39.02	44.61	-5.59
Instructional Coordinator	43.31	45.03	-1.72	44.16	43.50	0.66
Interior Designer	28.08	39.54	-11.45	28.52	23.22	5.30
Landscape/Grounds Manager	34.35	32.70	1.65	33.84	42.02	-8.17
Law Enforcement Officer	33.21	28.60	4.62	33.04	40.62	-7.58
Librarian	38.92	44.62	-5.70	38.24	35.30	2.94
Life Insurance Agent	36.55	33.79	2.77	33.32	36.73	-3.42
Loan Officer/Counselor	39.17	33.15	6.02	35.94	39.23	-3.30
Management Analyst	42.20	39.87	2.32	44.23	48.61	-4.37
Marketing Manager	35.08	38.28	-3.20	40.63	35.66	4.97
Mathematician	12.38	13.95	-1.57	15.54	24.56	-9.01
Mathematics Teacher	23.37	21.29	2.08	28.34	31.26	-2.92

**TABLE D.13 COMPARISONS OF OSs BY GENDER—LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	10.00	15.83	-5.83	8.38	10.27	-1.88
Medical Technician	30.07	22.35	7.72	27.80	29.59	-1.80
Medical Technologist	27.48	26.54	0.94	33.60	35.05	-1.45
Mental Health Counselor	20.97	29.23	-8.26	18.77	9.46	9.31
Middle School Teacher	30.76	37.32	-6.57	37.45	26.59	10.87
Military Enlisted	35.38	30.36	5.02	38.28	39.26	-0.98
Military Officer	36.48	27.30	9.19	39.93	44.92	-4.99
Musician	31.08	40.58	-9.50	33.26	22.75	10.51
Network Administrator	40.18	30.81	9.37	45.01	51.46	-6.45
Nursing Home Administrator	45.86	45.11	0.75	44.52	45.39	-0.87
Occupational Therapist	34.32	36.96	-2.64	32.33	29.58	2.75
Operations Manager	42.68	37.87	4.82	42.52	47.09	-4.58
Optician	38.61	36.55	2.06	38.24	37.11	1.13
Optometrist	32.26	25.93	6.33	32.73	38.54	-5.80
Paralegal	42.86	40.24	2.62	39.59	40.22	-0.63
Parks & Recreation Manager	36.51	39.26	-2.75	40.12	38.72	1.40
Personal Financial Advisor	37.10	22.76	14.35	28.94	40.90	-11.96
Pharmacist	32.27	35.87	-3.60	39.11	37.38	1.73
Photographer	36.19	35.60	0.60	33.56	31.15	2.41
Physical Therapist	23.58	23.13	0.45	30.37	27.22	3.15
Physician	23.37	19.25	4.12	23.34	27.02	-3.68
Physicist	7.61	2.26	5.35	17.82	25.46	-7.64
Production Worker	38.68	38.83	-0.15	47.63	38.80	8.83
Psychologist	25.20	26.18	-0.97	28.12	26.26	1.87
Public Administrator	26.72	29.88	-3.15	33.60	33.13	0.46
Public Relations Director	25.34	28.69	-3.35	25.11	23.55	1.56
Purchasing Agent	41.81	38.94	2.87	43.65	43.23	0.43
R&D Manager	22.59	20.43	2.15	33.12	34.95	-1.83
Radiologic Technologist	34.99	36.68	-1.69	37.06	32.42	4.64
Realtor	41.14	34.80	6.34	39.73	45.42	-5.69
Recreation Therapist	36.26	31.86	4.40	29.90	37.90	-8.00
Registered Nurse	32.79	31.62	1.16	31.28	33.83	-2.55
Rehabilitation Counselor	36.02	39.73	-3.71	36.31	33.82	2.49
Religious/Spiritual Leader	14.47	26.39	-11.91	24.53	12.58	11.95
Reporter	25.17	25.72	-0.55	21.45	23.45	-2.00

**TABLE D.13 COMPARISONS OF OSs BY GENDER—LATIN AMERICAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	27.70	27.40	0.29	32.35	25.41	6.94
Restaurant Manager	38.78	39.51	-0.74	36.97	39.78	-2.81
Sales Manager	35.80	27.12	8.68	33.85	41.99	-8.14
School Administrator	34.60	30.86	3.74	35.97	38.58	-2.61
School Counselor	34.75	35.96	-1.20	32.88	31.84	1.04
Science Teacher	22.13	21.88	0.25	28.14	28.62	-0.49
Secondary School Teacher	33.37	37.17	-3.80	36.69	28.57	8.12
Securities Sales Agent	33.92	23.67	10.25	30.48	37.51	-7.03
Social Worker	33.51	34.57	-1.06	25.29	26.20	-0.91
Sociologist	19.08	22.59	-3.51	25.74	28.54	-2.80
Software Developer	39.36	32.43	6.93	45.34	49.95	-4.61
Special Education Teacher	29.08	44.22	-15.14	35.03	22.76	12.27
Speech Pathologist	40.82	43.72	-2.90	35.11	28.91	6.20
Technical Sales Representative	40.55	37.77	2.78	41.40	45.16	-3.76
Technical Support Specialist	42.17	36.42	5.75	46.83	52.06	-5.23
Technical Writer	32.34	37.35	-5.02	34.07	32.38	1.69
Top Executive, Business/Finance	38.50	32.33	6.17	37.53	43.92	-6.39
Training & Development Specialist	37.72	37.90	-0.18	37.58	39.34	-1.76
Translator	38.08	42.88	-4.80	37.49	33.89	3.60
University Administrator	37.04	37.99	-0.95	33.19	36.57	-3.39
University Faculty Member	33.90	28.65	5.25	28.83	36.08	-7.25
Urban & Regional Planner	32.32	36.67	-4.36	34.90	39.53	-4.63
Veterinarian	20.04	16.56	3.48	22.32	26.92	-4.61
Vocational Agriculture Teacher	24.88	22.64	2.24	26.28	28.53	-2.25
Wholesale Sales Representative	38.87	37.67	1.20	41.60	42.95	-1.35

Note: N = 757 (364 women and 393 men).



**TABLE D.14 OS CORRELATIONS OVERALL AND  
WITHIN THEME FOR WOMEN AND MEN—  
LATIN AMERICAN SPANISH SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.43	.45
Investigative	.64	.57
Artistic	.46	.52
Social	.55	.68
Enterprising	.46	.59
Conventional	.38	.69
Overall	.21	.23

Note: *N* = 757 (364 women and 393 men).

**TABLE D.15 PSS MEANS AND STANDARD DEVIATIONS BY GENDER—  
LATIN AMERICAN SPANISH SAMPLE**

Personal Style Scale	Women		Men	
	Mean	<i>SD</i>	Mean	<i>SD</i>
Work Style	55.37	9.03	48.05	8.37
Learning Environment	50.76	8.20	51.82	7.54
Leadership Style	51.05	10.58	54.05	9.58
Risk Taking	49.48	9.36	56.30	9.01
Team Orientation	51.40	11.33	53.40	10.77

Note: *N* = 757 (364 women and 393 men).

**TABLE D.16 INTERNAL CONSISTENCY  
RELIABILITIES FOR THE PSSs—  
LATIN AMERICAN SPANISH SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.88
Learning Environment	41	.91
Leadership Style	16	.87
Risk Taking	10	.80
Team Orientation	9	.85

Note: *N* = 757.

**TABLE D.17 PSS TEST-RETEST RELIABILITIES—LATIN AMERICAN SPANISH SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.93	51.64	10.80	50.77	10.60
Learning Environment	.89	52.44	7.37	50.77	8.12
Leadership Style	.87	53.95	10.77	52.15	11.85
Risk Taking	.83	53.40	9.12	53.35	9.72
Team Orientation	.76	53.79	11.32	51.18	12.50

Note:  $n = 75$ .

**TABLE D.18 INTERCORRELATIONS BETWEEN THE PSSs—LATIN AMERICAN SPANISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.16	.40	-.08	.34
Learning Environment	.16	—	.54	.18	.36
Leadership Style	.40	.54	—	.52	.66
Risk Taking	-.08	.18	.52	—	.36
Team Orientation	.34	.36	.66	.36	—

Note:  $N = 757$ .

**TABLE D.19 INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN—LATIN AMERICAN SPANISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.16	.45	-.07	.40
Learning Environment	.24	—	.55	.12	.33
Leadership Style	.56	.52	—	.46	.62
Risk Taking	.21	.21	.55	—	.28
Team Orientation	.41	.39	.70	.43	—

Note:  $N = 757$ . For correlations above the diagonal, women  $n = 364$ ; below the diagonal, men  $n = 393$ .

**TABLE D.20 CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES—  
LATIN AMERICAN SPANISH SAMPLE**

PSS	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Work Style	–.08	–.01	.25	.03
Learning Environment	–.15	.14	–.06	–.13
Leadership Style	–.29	.08	–.12	.02
Risk Taking	–.13	–.05	–.10	.21
Team Orientation	–.24	–.06	–.14	–.01

Note:  $n = 61$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE D.21 AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND  
EACH SECTION FOR WOMEN AND MEN—LATIN AMERICAN SPANISH SAMPLE**

Basic Interest Scale	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Total Percentage (entire inventory)	Women	16.49	12.13	25.51	12.69	21.27	13.01	16.07	13.67	20.66	18.56
	Men	17.64	16.16	28.13	13.77	26.32	16.17	14.88	12.46	13.02	16.26
	Combined	17.09	14.37	26.87	13.32	23.89	14.94	15.45	13.06	16.69	17.81
Occupations	Women	11.77	10.36	20.89	12.30	22.04	15.34	18.27	16.04	27.03	23.02
	Men	12.52	13.25	22.21	12.75	27.38	18.71	18.90	16.68	18.99	21.32
	Combined	12.16	11.95	21.57	12.55	24.82	17.37	18.60	16.37	22.86	22.50
Subject Areas	Women	15.35	13.39	25.01	15.36	22.52	16.66	16.67	17.63	20.46	22.70
	Men	16.64	17.87	27.76	17.07	27.50	20.43	15.57	17.23	12.52	19.32
	Combined	16.02	15.88	26.44	16.32	25.11	18.86	16.10	17.42	16.34	21.37
Activities	Women	19.14	15.97	29.35	16.91	20.44	14.75	14.37	14.68	16.71	18.28
	Men	22.19	21.01	32.63	17.95	24.69	17.87	11.64	12.05	8.84	14.90
	Combined	20.73	18.81	31.06	17.52	22.65	16.57	12.95	13.44	12.62	17.06
Leisure Activites	Women	25.89	18.72	28.13	16.35	17.11	13.48	13.60	13.45	15.27	16.37
	Men	21.67	21.45	33.49	19.44	24.49	17.23	11.44	12.52	8.92	15.51
	Combined	23.70	20.28	30.91	18.20	20.94	15.96	12.48	13.01	11.97	16.23
People	Women	18.77	18.42	27.23	18.49	25.13	18.19	13.14	14.14	15.73	17.66
	Men	18.91	21.07	29.43	19.36	30.63	21.38	12.22	13.08	8.81	14.76
	Combined	18.84	19.82	28.37	18.96	27.98	20.09	12.66	13.60	12.14	16.58
Your Characteristics	Women	20.01	22.16	35.90	23.50	19.64	18.05	15.79	18.22	8.67	16.17
	Men	25.92	26.45	39.42	24.79	21.05	20.07	9.68	12.81	3.94	10.71
	Combined	23.07	24.65	37.73	24.23	20.37	19.13	12.62	15.93	6.21	13.81

Note:  $N = 757$  (364 women and 393 men).

## APPENDIX E: EUROPEAN SPANISH SAMPLE

**TABLE E.1 GOT MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN SPANISH SAMPLE**

GOT	Gender	Mean	SD
Realistic	Women	47.49	9.23
	Men	55.67	7.86
Investigative	Women	51.77	11.24
	Men	53.05	9.30
Artistic	Women	52.31	10.22
	Men	50.16	8.82
Social	Women	52.77	10.82
	Men	49.83	9.87
Enterprising	Women	49.17	11.06
	Men	50.49	9.60
Conventional	Women	55.41	12.29
	Men	57.21	10.24

Note:  $N = 654$  (316 women and 338 men).

**TABLE E.2 GOT TEST-RETEST RELIABILITY STATISTICS—EUROPEAN SPANISH SAMPLE**

Theme	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Realistic	.92	.74	53.97	10.35	54.97	9.41
Investigative	.94	.57	54.16	9.31	54.77	8.56
Artistic	.95	.72	50.48	9.76	51.42	8.65
Social	.94	.68	52.11	11.92	52.15	10.91
Enterprising	.93	.72	51.35	10.93	50.60	10.67
Conventional	.93	.69	58.63	11.60	57.81	11.61

Note: Cronbach's alpha  $N = 654$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.

**TABLE E.3 INTERCORRELATIONS BETWEEN THE GOTs—EUROPEAN SPANISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.59	.38	.37	.49	.49
Investigative	.59	—	.50	.50	.41	.45
Artistic	.38	.50	—	.58	.48	.26
Social	.37	.50	.58	—	.64	.48
Enterprising	.49	.41	.48	.64	—	.66
Conventional	.49	.45	.26	.48	.66	—

Note:  $N = 654$ .

**TABLE E.4 INTERCORRELATIONS BETWEEN THE GOTs FOR WOMEN AND MEN—EUROPEAN SPANISH SAMPLE**

Theme	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Realistic	—	.63	.53	.47	.51	.51
Investigative	.62	—	.47	.46	.38	.39
Artistic	.40	.56	—	.50	.49	.21
Social	.49	.58	.67	—	.65	.43
Enterprising	.50	.45	.50	.68	—	.62
Conventional	.50	.51	.35	.58	.71	—

Note:  $N = 654$ . For correlations above the diagonal, women  $n = 316$ ; below the diagonal, men  $n = 338$ .

**TABLE E.5 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® CONTINUOUS SCORES—EUROPEAN SPANISH SAMPLE**

Theme	MBTI® Preferences			
	E–I	S–N	T–F	J–P
Realistic	.00	.03	–.12	.15
Investigative	.07	.01	–.20	–.03
Artistic	–.08	.35	.11	.16
Social	–.11	–.14	.11	–.02
Enterprising	–.27	–.07	–.04	.06
Conventional	.01	–.17	.03	–.09

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE E.6 CORRELATIONS BETWEEN THE GOTs AND THE MBTI® FORM Q FACETS—  
EUROPEAN SPANISH SAMPLE**

MBTI® Form Q Facet	General Occupational Theme					
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<b><i>E–I Facets</i></b>						
Initiating–Receiving	–.06	.02	–.13	–.16	–.32	–.09
Expressive–Contained	–.08	.06	–.12	–.16	–.31	–.09
Gregarious–Intimate	–.01	.04	–.04	–.11	–.20	.01
Active–Reflective	.08	.11	.18	.08	–.06	.10
Enthusiastic–Quiet	–.02	.04	–.05	–.03	–.19	.06
<b><i>S–N Facets</i></b>						
Concrete–Abstract	–.01	–.04	.32	–.13	–.08	–.18
Realistic–Imaginative	.01	–.07	.23	–.17	–.08	–.21
Practical–Conceptual	.02	.28	.45	.04	–.07	–.02
Experiential–Theoretical	–.04	–.08	.14	–.17	–.13	–.12
Traditional–Original	.06	.15	.32	–.07	.02	–.10
<b><i>T–F Facets</i></b>						
Logical–Empathetic	–.06	–.23	.06	.12	–.01	.06
Reasonable–Compassionate	–.09	–.13	.07	.12	–.04	.09
Questioning–Accommodating	.14	–.07	–.10	.11	.05	.09
Critical–Accepting	–.05	–.08	.12	.10	.02	.04
Tough–Tender	–.13	–.01	.17	.07	–.13	.00
<b><i>J–P Facets</i></b>						
Systematic–Casual	.07	–.01	.26	.08	.03	–.09
Planful–Open-Ended	.22	.13	.18	–.04	.12	–.04
Early Starting–Pressure-Prompted	.06	–.05	.17	–.03	–.02	–.11
Scheduled–Spontaneous	.05	–.14	.11	–.08	–.03	–.11
Methodical–Emergent	.02	.08	.12	–.02	–.04	–.05

Note:  $n = 104$ .

**TABLE E.7 CORRELATIONS BETWEEN THE GOTs AND THE BIG FIVE FACTORS—  
EUROPEAN SPANISH SAMPLE**

Theme	Big Five Factor				
	Extraversion	Agreeableness	Conscientiousness	Openness	Neuroticism
Realistic	–.05	.06	–.04	.06	–.10
Investigative	–.02	.10	–.01	.14	.09
Artistic	.04	.13	.00	.11	.06
Social	.15	.20	.09	.08	.04
Enterprising	.26	.20	.19	.21	–.12
Conventional	.07	.13	.09	.09	.08

Note:  $n = 140$ .

**TABLE E.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	Gender	Mean	SD
<i>Realistic</i>			
Mechanics & Construction	Women	47.03	8.85
	Men	55.18	8.56
Computer Hardware & Electronics	Women	50.98	9.53
	Men	57.81	8.59
Military	Women	46.77	10.63
	Men	52.03	11.18
Protective Services	Women	48.71	10.57
	Men	51.18	9.73
Nature and Agriculture	Women	49.99	10.22
	Men	52.42	9.05
Athletics	Women	46.40	8.53
	Men	52.82	8.64
<i>Investigative</i>			
Science	Women	51.71	10.97
	Men	53.98	9.32
Research	Women	51.72	11.13
	Men	53.49	9.80
Medical Science	Women	52.41	11.87
	Men	52.26	9.64
Mathematics	Women	50.44	11.05
	Men	52.45	8.97
<i>Artistic</i>			
Visual Arts & Design	Women	50.84	10.04
	Men	50.57	8.48
Performing Arts	Women	51.85	10.32
	Men	47.89	8.67
Writing & Mass Communication	Women	52.82	10.04
	Men	50.86	8.48
Culinary Arts	Women	52.79	10.03
	Men	50.13	8.84

**TABLE E.8 BIS MEANS AND STANDARD DEVIATIONS BY GENDER—  
EUROPEAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	Gender	Mean	SD
<b><i>Social</i></b>			
Counseling & Helping	Women	51.50	10.20
	Men	49.82	8.90
Teaching & Education	Women	54.80	11.24
	Men	51.44	9.77
Human Resources & Training	Women	48.00	10.51
	Men	48.02	9.56
Social Sciences	Women	49.60	10.35
	Men	49.47	9.57
Religion & Spirituality	Women	43.42	8.27
	Men	45.53	9.22
Healthcare Services	Women	53.61	12.42
	Men	51.95	9.75
<b><i>Enterprising</i></b>			
Marketing & Advertising	Women	48.62	10.85
	Men	48.77	8.95
Sales	Women	52.49	10.95
	Men	55.12	10.17
Management	Women	49.83	10.56
	Men	51.72	9.91
Entrepreneurship	Women	46.29	11.21
	Men	47.24	9.09
Politics & Public Speaking	Women	47.25	10.08
	Men	50.67	9.37
Law	Women	48.04	10.16
	Men	48.85	8.82
<b><i>Conventional</i></b>			
Office Management	Women	58.25	11.41
	Men	55.89	9.48
Taxes & Accounting	Women	52.04	11.68
	Men	53.48	9.57
Programming & Information Systems	Women	51.43	10.94
	Men	55.80	9.22
Finance & Investing	Women	47.10	10.52
	Men	50.05	9.69

Note: N = 654 (316 women and 338 men).



**TABLE E.9 BIS TEST-RETEST RELIABILITY STATISTICS—EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	Cronbach's Alpha	Test-Retest Correlation	Test		Retest	
			Mean	SD	Mean	SD
Mechanics & Construction	.90	.76	52.92	10.48	54.45	9.94
Computer Hardware & Electronics	.91	.70	56.83	8.69	55.97	8.97
Military	.93	.71	50.96	12.72	52.26	11.97
Protective Services	.85	.73	51.49	11.04	51.95	9.92
Nature & Agriculture	.92	.69	53.03	10.00	53.58	9.21
Athletics	.89	.80	52.55	10.81	52.31	10.05
Science	.90	.72	54.55	10.13	55.91	9.00
Research	.85	.62	55.54	9.22	54.43	10.02
Medical Science	.89	.65	52.46	10.90	54.41	9.62
Mathematics	.93	.67	54.27	9.86	53.59	9.46
Visual Arts & Design	.89	.65	50.68	9.39	52.24	8.60
Performing Arts	.86	.72	49.20	10.20	50.02	8.99
Writing & Mass Communication	.89	.73	51.10	9.49	50.62	8.48
Culinary Arts	.87	.65	52.85	9.88	52.53	8.39
Counseling & Helping	.83	.66	51.09	10.76	50.52	10.25
Teaching & Education	.90	.67	54.15	10.93	54.35	10.60
Human Resources & Training	.86	.70	48.96	10.55	47.35	9.88
Social Sciences	.83	.50	49.55	9.92	49.23	9.91
Religion & Spirituality	.91	.76	46.79	10.74	46.98	10.05
Healthcare Services	.90	.65	53.14	11.42	54.67	10.80
Marketing & Advertising	.87	.70	49.19	10.80	49.16	10.25
Sales	.89	.78	54.79	12.42	55.59	11.53
Management	.84	.73	52.57	10.99	50.92	9.64
Entrepreneurship	.86	.45	49.08	9.16	47.36	9.81
Politics & Public Speaking	.91	.75	48.91	10.66	47.89	10.43
Law	.91	.63	47.36	10.13	47.65	9.17
Office Management	.87	.76	58.69	11.28	57.48	11.87
Taxes & Accounting	.89	.71	54.72	11.08	54.22	10.23
Programming & Information Systems	.90	.63	56.39	8.71	55.21	8.88
Finance & Investing	.88	.65	50.77	10.73	50.46	10.05

Note: Cronbach's alpha  $N = 654$ , test-retest  $n = 75$ ; time between administrations = 1–7 weeks.

**TABLE E.10 INTERCORRELATIONS BETWEEN THE BISs—EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.70	.50	.57	.52	.48	.58	.57	.46	.52	.49	.18	.20	.22	.29
2. Computer Hardware & Electronics	.70	—	.31	.40	.31	.33	.48	.53	.35	.49	.35	.13	.18	.11	.22
3. Military	.50	.31	—	.77	.31	.50	.35	.36	.41	.28	.17	.10	.13	.09	.25
4. Protective Services	.57	.40	.77	—	.50	.54	.52	.55	.68	.39	.39	.31	.34	.27	.50
5. Nature & Agriculture	.52	.31	.31	.50	—	.42	.51	.44	.44	.30	.54	.46	.33	.41	.48
6. Athletics	.48	.33	.50	.54	.42	—	.37	.40	.36	.35	.30	.24	.27	.20	.35
7. Science	.58	.48	.35	.52	.51	.37	—	.70	.69	.56	.51	.37	.36	.27	.39
8. Research	.57	.53	.36	.55	.44	.40	.70	—	.57	.70	.51	.37	.50	.30	.53
9. Medical Science	.46	.35	.41	.68	.44	.36	.69	.57	—	.43	.42	.38	.33	.26	.53
10. Mathematics	.52	.49	.28	.39	.30	.35	.56	.70	.43	—	.31	.20	.26	.15	.31
11. Visual Arts & Design	.49	.35	.17	.39	.54	.30	.51	.51	.42	.31	—	.68	.64	.46	.50
12. Performing Arts	.18	.13	.10	.31	.46	.24	.37	.37	.38	.20	.68	—	.63	.43	.56
13. Writing & Mass Communication	.20	.18	.13	.34	.33	.27	.36	.50	.33	.26	.64	.63	—	.36	.55
14. Culinary Arts	.22	.11	.09	.27	.41	.20	.27	.30	.26	.15	.46	.43	.36	—	.38
15. Counseling & Helping	.29	.22	.25	.50	.48	.35	.39	.53	.53	.31	.50	.56	.55	.38	—
16. Teaching & Education	.18	.16	.19	.38	.33	.28	.33	.41	.43	.30	.37	.45	.47	.32	.61
17. Human Resources & Training	.38	.31	.33	.47	.31	.35	.33	.57	.37	.42	.38	.35	.47	.35	.67
18. Social Sciences	.38	.31	.28	.49	.47	.38	.53	.66	.49	.50	.58	.54	.65	.35	.73
19. Religion & Spirituality	.33	.17	.43	.44	.33	.30	.29	.33	.37	.27	.29	.37	.26	.10	.51
20. Healthcare Services	.40	.27	.39	.68	.48	.35	.55	.47	.85	.35	.39	.42	.31	.31	.58
21. Marketing & Advertising	.46	.32	.32	.48	.40	.37	.32	.59	.36	.42	.50	.41	.51	.46	.59
22. Sales	.50	.29	.45	.54	.37	.47	.30	.43	.38	.41	.35	.32	.32	.29	.48
23. Management	.45	.34	.41	.50	.23	.38	.33	.57	.35	.48	.30	.20	.40	.28	.47
24. Entrepreneurship	.34	.35	.25	.37	.34	.32	.29	.55	.28	.37	.41	.31	.41	.43	.49
25. Politics & Public Speaking	.30	.19	.33	.38	.22	.36	.31	.52	.29	.36	.34	.34	.56	.21	.49
26. Law	.32	.22	.41	.51	.20	.34	.34	.48	.41	.36	.28	.28	.45	.20	.49
27. Office Management	.30	.36	.23	.38	.20	.21	.22	.47	.25	.52	.24	.24	.38	.21	.38
28. Taxes & Accounting	.42	.42	.28	.34	.19	.31	.32	.54	.29	.80	.14	.09	.15	.11	.25
29. Programming & Information Systems	.53	.84	.23	.38	.30	.28	.43	.59	.30	.53	.45	.26	.39	.21	.33
30. Finance & Investing	.44	.39	.38	.42	.21	.40	.34	.60	.31	.59	.24	.14	.28	.23	.35

**TABLE E.10 INTERCORRELATIONS BETWEEN THE BISs—EUROPEAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.18	.38	.38	.33	.40	.46	.50	.45	.34	.30	.32	.30	.42	.53	.44
2. Computer Hardware & Electronics	.16	.31	.31	.17	.27	.32	.29	.34	.35	.19	.22	.36	.42	.84	.39
3. Military	.19	.33	.28	.43	.39	.32	.45	.41	.25	.33	.41	.23	.28	.23	.38
4. Protective Services	.38	.47	.49	.44	.68	.48	.54	.50	.37	.38	.51	.38	.34	.38	.42
5. Nature & Agriculture	.33	.31	.47	.33	.48	.40	.37	.23	.34	.22	.20	.20	.19	.30	.21
6. Athletics	.28	.35	.38	.30	.35	.37	.47	.38	.32	.36	.34	.21	.31	.28	.40
7. Science	.33	.33	.53	.29	.55	.32	.30	.33	.29	.31	.34	.22	.32	.43	.34
8. Research	.41	.57	.66	.33	.47	.59	.43	.57	.55	.52	.48	.47	.54	.59	.60
9. Medical Science	.43	.37	.49	.37	.85	.36	.38	.35	.28	.29	.41	.25	.29	.30	.31
10. Mathematics	.30	.42	.50	.27	.35	.42	.41	.48	.37	.36	.36	.52	.80	.53	.59
11. Visual Arts & Design	.37	.38	.58	.29	.39	.50	.35	.30	.41	.34	.28	.24	.14	.45	.24
12. Performing Arts	.45	.35	.54	.37	.42	.41	.32	.20	.31	.34	.28	.24	.09	.26	.14
13. Writing & Mass Communication	.47	.47	.65	.26	.31	.51	.32	.40	.41	.56	.45	.38	.15	.39	.28
14. Culinary Arts	.32	.35	.35	.10	.31	.46	.29	.28	.43	.21	.20	.21	.11	.21	.23
15. Counseling & Helping	.61	.67	.73	.51	.58	.59	.48	.47	.49	.49	.49	.38	.25	.33	.35
16. Teaching & Education	—	.54	.52	.39	.51	.43	.43	.42	.29	.35	.36	.40	.24	.25	.25
17. Human Resources & Training	.54	—	.60	.31	.40	.77	.64	.80	.64	.53	.54	.55	.45	.40	.58
18. Social Sciences	.52	.60	—	.42	.46	.61	.47	.52	.49	.67	.57	.46	.40	.44	.49
19. Religion & Spirituality	.39	.31	.42	—	.43	.34	.44	.31	.21	.42	.36	.24	.26	.17	.31
20. Healthcare Services	.51	.40	.46	.43	—	.38	.46	.34	.26	.25	.33	.32	.25	.26	.23
21. Marketing & Advertising	.43	.77	.61	.34	.38	—	.75	.72	.76	.55	.57	.58	.48	.45	.63
22. Sales	.43	.64	.47	.44	.46	.75	—	.66	.53	.46	.50	.53	.49	.33	.60
23. Management	.42	.80	.52	.31	.34	.72	.66	—	.61	.56	.59	.58	.54	.39	.69
24. Entrepreneurship	.29	.64	.49	.21	.26	.76	.53	.61	—	.44	.47	.45	.43	.48	.62
25. Politics & Public Speaking	.35	.53	.67	.42	.25	.55	.46	.56	.44	—	.64	.35	.33	.31	.52
26. Law	.36	.54	.57	.36	.33	.57	.50	.59	.47	.64	—	.45	.45	.31	.58
27. Office Management	.40	.55	.46	.24	.32	.58	.53	.58	.45	.35	.45	—	.68	.56	.52
28. Taxes & Accounting	.24	.45	.40	.26	.25	.48	.49	.54	.43	.33	.45	.68	—	.47	.72
29. Programming & Information Systems	.25	.40	.44	.17	.26	.45	.33	.39	.48	.31	.31	.56	.47	—	.44
30. Finance & Investing	.25	.58	.49	.31	.23	.63	.60	.69	.62	.52	.58	.52	.72	.44	—

Note: N = 654.

**TABLE E.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Mechanics & Construction	—	.69	.55	.61	.56	.53	.62	.63	.48	.53	.57	.34	.33	.33	.37
2. Computer Hardware & Electronics	.61	—	.38	.45	.36	.34	.52	.61	.41	.56	.42	.28	.31	.18	.34
3. Military	.36	.11	—	.79	.30	.52	.40	.43	.46	.33	.20	.17	.18	.16	.30
4. Protective Services	.53	.31	.74	—	.47	.59	.56	.59	.69	.40	.39	.33	.35	.28	.51
5. Nature & Agriculture	.48	.20	.29	.52	—	.47	.50	.43	.39	.26	.58	.54	.39	.43	.51
6. Athletics	.26	.13	.40	.48	.35	—	.45	.43	.44	.36	.34	.39	.26	.26	.43
7. Science	.55	.42	.27	.47	.50	.25	—	.72	.71	.55	.53	.44	.37	.31	.40
8. Research	.55	.46	.28	.50	.44	.35	.68	—	.55	.70	.50	.39	.46	.33	.54
9. Medical Science	.54	.33	.38	.68	.53	.34	.68	.61	—	.40	.35	.34	.25	.25	.50
10. Mathematics	.52	.41	.20	.36	.34	.31	.57	.70	.47	—	.24	.18	.19	.19	.31
11. Visual Arts & Design	.51	.32	.15	.41	.50	.31	.51	.53	.51	.41	—	.72	.61	.46	.48
12. Performing Arts	.26	.14	.13	.35	.45	.28	.37	.42	.46	.28	.66	—	.63	.41	.54
13. Writing & Mass Communication	.21	.14	.14	.36	.29	.41	.38	.58	.43	.38	.67	.61	—	.34	.55
14. Culinary Arts	.30	.17	.10	.30	.43	.29	.26	.31	.27	.13	.47	.43	.37	—	.36
15. Counseling & Helping	.37	.18	.26	.53	.47	.40	.42	.54	.59	.33	.53	.57	.54	.39	—
16. Teaching & Education	.31	.22	.26	.48	.37	.41	.41	.56	.54	.43	.49	.52	.56	.30	.66
17. Human Resources & Training	.45	.25	.32	.47	.29	.36	.34	.55	.40	.44	.40	.37	.44	.40	.63
18. Social Sciences	.40	.22	.29	.51	.49	.41	.57	.66	.57	.56	.60	.56	.67	.35	.72
19. Religion & Spirituality	.23	.02	.42	.44	.29	.22	.23	.27	.38	.22	.30	.45	.30	.08	.55
20. Healthcare Services	.51	.30	.43	.73	.53	.36	.57	.57	.84	.44	.48	.50	.40	.29	.64
21. Marketing & Advertising	.52	.27	.28	.47	.41	.37	.33	.59	.42	.46	.49	.41	.50	.47	.58
22. Sales	.47	.17	.39	.52	.34	.39	.27	.39	.38	.43	.33	.33	.27	.27	.45
23. Management	.49	.26	.38	.48	.25	.37	.35	.56	.38	.50	.36	.25	.40	.33	.47
24. Entrepreneurship	.35	.34	.17	.32	.30	.29	.27	.52	.27	.35	.36	.26	.36	.46	.45
25. Politics & Public Speaking	.24	.04	.28	.39	.26	.34	.38	.58	.40	.47	.42	.42	.61	.26	.54
26. Law	.30	.09	.41	.51	.26	.36	.38	.47	.51	.38	.36	.35	.48	.24	.51
27. Office Management	.39	.38	.26	.51	.29	.35	.31	.54	.40	.54	.36	.29	.45	.24	.45
28. Taxes & Accounting	.43	.32	.28	.40	.25	.35	.34	.53	.37	.77	.25	.21	.27	.11	.31
29. Programming & Information Systems	.46	.84	.11	.33	.22	.18	.40	.53	.32	.46	.42	.24	.35	.23	.26
30. Finance & Investing	.41	.27	.33	.41	.20	.36	.36	.59	.36	.58	.28	.18	.33	.23	.33

**TABLE E.11 INTERCORRELATIONS BETWEEN THE BISs FOR WOMEN AND MEN—  
EUROPEAN SPANISH SAMPLE *CONT'D***

Basic Interest Scale	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1. Mechanics & Construction	.26	.39	.45	.41	.46	.49	.52	.42	.36	.28	.36	.39	.43	.55	.45
2. Computer Hardware & Electronics	.24	.40	.43	.26	.34	.40	.35	.38	.37	.23	.34	.47	.50	.84	.45
3. Military	.22	.36	.29	.40	.42	.37	.48	.42	.31	.32	.41	.27	.27	.28	.40
4. Protective Services	.34	.48	.48	.42	.68	.49	.54	.50	.42	.35	.50	.32	.28	.39	.40
5. Nature & Agriculture	.34	.33	.47	.37	.47	.39	.39	.19	.36	.15	.14	.16	.13	.32	.19
6. Athletics	.33	.39	.41	.36	.45	.41	.52	.36	.36	.30	.33	.20	.26	.27	.39
7. Science	.31	.33	.50	.33	.55	.32	.31	.31	.30	.23	.31	.18	.29	.42	.31
8. Research	.33	.58	.67	.38	.42	.59	.46	.56	.58	.46	.48	.45	.55	.64	.61
9. Medical Science	.35	.34	.43	.37	.86	.32	.39	.34	.28	.21	.34	.15	.23	.31	.28
10. Mathematics	.24	.41	.45	.31	.31	.40	.39	.45	.38	.26	.34	.53	.81	.57	.59
11. Visual Arts & Design	.27	.36	.57	.28	.33	.50	.38	.27	.46	.29	.23	.15	.06	.49	.22
12. Performing Arts	.36	.36	.55	.37	.35	.43	.39	.21	.37	.37	.25	.17	.03	.37	.17
13. Writing & Mass Communication	.38	.50	.64	.25	.24	.53	.39	.42	.46	.57	.44	.32	.07	.47	.28
14. Culinary Arts	.30	.32	.35	.15	.32	.46	.35	.26	.42	.21	.18	.16	.13	.26	.28
15. Counseling & Helping	.56	.70	.75	.50	.54	.60	.53	.49	.53	.49	.49	.32	.22	.44	.40
16. Teaching & Education	—	.54	.45	.37	.44	.39	.45	.40	.28	.29	.28	.31	.15	.28	.21
17. Human Resources & Training	.55	—	.63	.28	.37	.77	.65	.81	.66	.53	.54	.54	.42	.50	.59
18. Social Sciences	.61	.55	—	.40	.38	.62	.51	.51	.56	.62	.53	.41	.34	.56	.49
19. Religion & Spirituality	.48	.34	.44	—	.39	.31	.41	.26	.24	.43	.35	.17	.22	.24	.33
20. Healthcare Services	.60	.44	.58	.53	—	.34	.46	.31	.27	.18	.27	.18	.18	.25	.18
21. Marketing & Advertising	.50	.78	.59	.37	.45	—	.77	.70	.79	.55	.58	.55	.43	.53	.63
22. Sales	.46	.65	.44	.46	.50	.75	—	.63	.59	.48	.51	.50	.41	.40	.57
23. Management	.49	.81	.53	.34	.39	.75	.69	—	.62	.54	.59	.57	.48	.45	.66
24. Entrepreneurship	.34	.62	.41	.16	.25	.72	.46	.59	—	.46	.51	.44	.41	.51	.66
25. Politics & Public Speaking	.51	.55	.75	.39	.38	.56	.42	.58	.42	—	.63	.32	.25	.38	.51
26. Law	.47	.54	.63	.36	.43	.55	.50	.58	.42	.64	—	.44	.39	.39	.59
27. Office Management	.51	.56	.52	.35	.49	.64	.62	.64	.47	.45	.49	—	.68	.64	.52
28. Taxes & Accounting	.38	.50	.48	.29	.39	.55	.58	.60	.45	.42	.52	.72	—	.53	.70
29. Programming & Information Systems	.33	.29	.34	.07	.31	.35	.21	.31	.44	.17	.20	.54	.38	—	.52
30. Finance & Investing	.36	.58	.50	.28	.34	.65	.62	.72	.57	.51	.57	.57	.73	.31	—

Note:  $N = 654$ . For correlations above the diagonal, women  $n = 316$ ; below the diagonal, men  $n = 338$ .

**TABLE E.12 CORRELATIONS BETWEEN THE BISs AND THE MBTI® CONTINUOUS SCORES—  
EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Mechanics & Construction	.04	-.06	-.20	-.06
Computer Hardware & Electronics	.12	-.11	-.16	-.18
Military	-.18	-.13	-.09	.11
Protective Services	-.15	-.02	-.11	.12
Nature & Agriculture	.10	.13	-.03	.24
Athletics	-.21	-.02	.07	.15
Science	.10	.02	-.19	-.03
Research	-.01	-.01	-.18	-.10
Medical Science	-.03	-.07	-.15	-.04
Mathematics	-.04	-.13	-.22	-.14
Visual Arts & Design	.04	.39	.09	.13
Performing Arts	-.15	.23	.14	.19
Writing & Mass Communication	-.12	.10	.00	-.03
Culinary Arts	-.28	.16	-.09	-.06
Counseling & Helping	-.03	-.01	.13	.15
Teaching & Education	-.09	-.10	.06	-.08
Human Resources & Training	-.16	-.11	.04	-.03
Social Sciences	-.06	.13	-.04	.12
Religion & Spirituality	-.18	-.22	.12	-.07
Healthcare Services	-.04	-.17	-.02	.01
Marketing & Advertising	-.20	-.10	-.05	.06
Sales	-.23	-.10	.03	.09
Management	-.25	-.15	-.03	-.06
Entrepreneurship	-.07	.04	.00	.06
Politics & Public Speaking	-.34	.05	-.19	.15
Law	-.23	-.05	-.10	.09
Office Management	.03	-.17	.10	-.04
Taxes & Accounting	-.06	-.19	-.09	-.09
Programming & Information Systems	.12	.04	-.09	-.11
Finance & Investing	-.13	-.13	-.08	-.04

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE E.13 COMPARISONS OF OSs BY GENDER—EUROPEAN SPANISH SAMPLE**

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Accountant	40.06	34.01	6.04	38.08	42.01	–3.93
Actuary	31.75	24.10	7.65	33.13	39.49	–6.35
Administrative Assistant	45.80	51.90	–6.11	47.26	44.16	3.10
Advertising Account Manager	29.47	35.77	–6.30	29.11	24.64	4.47
Architect	14.54	20.60	–6.06	23.11	21.96	1.15
Art Teacher	10.82	21.99	–11.17	10.93	5.34	5.59
Artist	26.50	28.14	–1.63	22.02	25.39	–3.37
Arts/Entertainment Manager	37.97	42.41	–4.44	39.62	37.44	2.19
Athletic Trainer	7.71	15.71	–8.00	17.27	12.90	4.37
Attorney	24.93	22.97	1.96	21.40	24.92	–3.52
Auditor	39.41	32.07	7.34	36.22	40.81	–4.59
Automobile Mechanic	27.17	26.86	0.31	33.85	38.17	–4.32
Bartender	34.04	34.13	–0.09	29.12	32.44	–3.32
Biologist	24.41	31.55	–7.14	30.85	28.87	1.98
Broadcast Journalist	33.70	32.00	1.70	27.26	27.63	–0.37
Business Education Teacher	33.02	40.41	–7.39	37.69	32.22	5.47
Business/Finance Supervisor	39.42	36.49	2.92	37.95	40.22	–2.26
Buyer	33.54	32.80	0.74	27.25	27.07	0.18
Career Counselor	27.17	34.68	–7.50	28.17	21.43	6.74
Carpenter	18.02	27.18	–9.16	34.63	27.78	6.85
Chef	33.15	33.06	0.09	29.54	26.23	3.31
Chemist	26.76	19.39	7.37	27.83	35.30	–7.47
Chiropractor	32.30	30.09	2.21	29.27	35.57	–6.30
Community Service Director	36.30	38.08	–1.78	34.38	35.14	–0.75
Computer & IS Manager	36.28	35.74	0.54	43.79	43.21	0.58
Computer Programmer	41.32	34.82	6.50	42.22	48.75	–6.53
Computer Scientist	28.57	22.06	6.51	31.87	39.77	–7.89
Computer Systems Analyst	39.32	38.21	1.11	46.60	41.99	4.61
Computer/Mathematics Manager	33.14	31.33	1.81	38.57	40.48	–1.91
Cosmetologist	37.43	41.66	–4.22	34.53	31.28	3.26
Credit Manager	43.46	34.68	8.78	39.21	42.89	–3.68
Customer Service Representative	45.83	48.14	–2.31	45.85	43.70	2.16
Dentist	27.14	25.23	1.91	28.36	30.23	–1.87
Dietitian	31.06	35.78	–4.72	30.99	29.55	1.44
Editor	28.07	31.83	–3.76	28.44	26.30	2.14

**TABLE E.13 COMPARISONS OF OSs BY GENDER—EUROPEAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Elected Public Official	23.19	21.92	1.28	22.09	24.64	-2.54
Electrician	22.07	26.15	-4.08	36.37	32.89	3.48
Elementary School Teacher	33.16	38.94	-5.78	36.36	28.70	7.66
Emergency Medical Technician	34.69	31.15	3.54	33.97	35.36	-1.39
Engineer	35.80	30.48	5.32	39.06	43.34	-4.27
Engineering Technician	36.11	22.83	13.28	33.96	44.22	-10.26
English Teacher	16.42	20.83	-4.41	13.58	10.72	2.86
ESL Instructor	29.83	35.17	-5.34	28.41	28.58	-0.16
Facilities Manager	44.29	41.64	2.64	43.57	43.35	0.22
Farmer/Rancher	36.68	31.40	5.28	35.66	36.66	-1.00
Financial Analyst	39.71	30.23	9.48	34.41	40.81	-6.40
Financial Manager	35.19	25.17	10.02	30.62	37.56	-6.94
Firefighter	20.99	23.76	-2.77	30.18	29.80	0.39
Flight Attendant	38.13	45.21	-7.08	40.22	35.75	4.47
Florist	30.08	37.91	-7.83	36.39	27.61	8.78
Food Service Manager	40.43	39.74	0.69	37.51	39.25	-1.74
Forester	30.57	25.22	5.36	33.23	37.82	-4.59
Geographer	21.97	28.40	-6.43	26.71	25.80	0.91
Geologist	23.45	26.96	-3.51	30.32	31.92	-1.60
Graphic Designer	30.72	29.41	1.31	24.27	32.88	-8.60
Health Information Specialist	44.05	44.99	-0.95	43.19	41.77	1.42
Horticulturist	32.72	33.62	-0.89	35.98	32.07	3.91
Human Resources Manager	28.88	32.13	-3.25	29.03	27.96	1.07
Human Resources Specialist	37.69	35.49	2.19	32.25	37.26	-5.00
Instructional Coordinator	38.38	41.60	-3.22	39.90	36.48	3.42
Interior Designer	18.59	36.64	-18.06	26.48	16.40	10.07
Landscape/Grounds Manager	32.34	33.09	-0.74	38.02	41.00	-2.98
Law Enforcement Officer	32.71	32.57	0.14	37.85	39.22	-1.37
Librarian	36.68	43.87	-7.19	36.16	33.20	2.97
Life Insurance Agent	31.30	30.56	0.74	30.60	31.37	-0.78
Loan Officer/Counselor	35.33	27.22	8.10	29.65	35.14	-5.48
Management Analyst	38.00	35.92	2.08	37.26	40.87	-3.62
Marketing Manager	26.18	30.67	-4.49	30.47	26.19	4.28
Mathematician	16.34	20.04	-3.70	19.63	24.15	-4.52
Mathematics Teacher	25.16	22.92	2.25	27.66	29.58	-1.93



**TABLE E.13 COMPARISONS OF OSs BY GENDER—EUROPEAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Medical Illustrator	11.09	11.60	−0.51	6.69	12.08	−5.39
Medical Technician	34.77	25.18	9.60	29.41	34.24	−4.83
Medical Technologist	30.95	28.56	2.39	32.73	36.14	−3.41
Mental Health Counselor	20.51	28.87	−8.36	20.51	11.52	8.99
Middle School Teacher	31.03	34.96	−3.92	33.79	26.03	7.76
Military Enlisted	39.30	33.10	6.20	40.96	42.12	−1.15
Military Officer	33.81	26.13	7.68	35.80	40.91	−5.11
Musician	31.98	40.04	−8.06	33.06	24.61	8.45
Network Administrator	39.82	30.48	9.34	41.12	48.00	−6.88
Nursing Home Administrator	43.91	41.05	2.85	40.62	42.10	−1.48
Occupational Therapist	36.86	38.13	−1.27	34.32	32.81	1.51
Operations Manager	35.59	29.85	5.74	32.69	37.76	−5.07
Optician	40.59	36.43	4.16	40.89	40.14	0.75
Optometrist	32.66	27.35	5.31	30.27	36.86	−6.60
Paralegal	42.13	40.37	1.76	39.99	41.10	−1.11
Parks & Recreation Manager	34.57	36.59	−2.02	39.32	38.80	0.52
Personal Financial Advisor	31.02	16.60	14.42	22.16	32.44	−10.27
Pharmacist	33.71	37.06	−3.36	38.33	36.30	2.03
Photographer	33.39	32.96	0.44	31.29	30.74	0.56
Physical Therapist	25.67	23.35	2.33	28.25	27.88	0.38
Physician	27.81	22.71	5.10	22.85	28.85	−6.00
Physicist	12.29	8.93	3.36	20.53	27.55	−7.01
Production Worker	40.85	37.86	2.99	45.62	41.69	3.93
Psychologist	26.39	28.11	−1.71	25.67	24.81	0.85
Public Administrator	20.34	27.42	−7.08	27.60	25.29	2.31
Public Relations Director	21.10	26.47	−5.36	22.21	19.96	2.25
Purchasing Agent	34.71	30.10	4.61	32.18	35.74	−3.56
R&D Manager	22.75	21.39	1.36	29.93	31.13	−1.20
Radiologic Technologist	40.51	40.47	0.04	41.20	38.37	2.83
Realtor	34.63	29.18	5.44	31.77	37.34	−5.56
Recreation Therapist	34.32	32.73	1.59	31.60	35.65	−4.05
Registered Nurse	32.91	34.96	−2.05	31.44	31.33	0.11
Rehabilitation Counselor	31.29	37.74	−6.45	33.49	27.84	5.65
Religious/Spiritual Leader	4.24	20.03	−15.79	17.68	2.59	15.09
Reporter	21.63	24.69	−3.06	19.00	19.99	−1.00

**TABLE E.13 COMPARISONS OF OSs BY GENDER—EUROPEAN SPANISH SAMPLE *CONT'D***

Occupational Scale	Women			Men		
	Mean Score on Female Scale	Mean Score on Male Scale	Mean Difference	Mean Score on Male Scale	Mean Score on Female Scale	Mean Difference
Respiratory Therapist	35.40	29.64	5.76	31.94	31.48	0.47
Restaurant Manager	33.29	35.67	-2.38	34.59	33.31	1.27
Sales Manager	27.48	18.81	8.66	23.48	31.38	-7.90
School Administrator	30.17	26.42	3.75	29.46	32.77	-3.31
School Counselor	30.50	31.72	-1.22	26.94	26.26	0.68
Science Teacher	22.69	24.33	-1.64	27.25	24.85	2.40
Secondary School Teacher	30.49	35.44	-4.95	33.37	24.92	8.44
Securities Sales Agent	26.80	14.67	12.13	19.18	29.11	-9.93
Social Worker	31.36	36.27	-4.92	28.73	24.34	4.39
Sociologist	18.72	24.42	-5.70	22.81	22.16	0.65
Software Developer	38.46	31.61	6.85	40.20	45.88	-5.68
Special Education Teacher	28.57	45.01	-16.44	36.23	22.21	14.02
Speech Pathologist	42.95	44.00	-1.06	35.53	33.98	1.55
Technical Sales Representative	35.06	32.34	2.73	35.36	38.04	-2.69
Technical Support Specialist	42.67	35.92	6.75	43.56	49.91	-6.35
Technical Writer	31.11	38.04	-6.93	33.79	29.79	4.00
Top Executive, Business/Finance	31.94	23.24	8.70	25.26	34.64	-9.38
Training & Development Specialist	30.69	32.90	-2.22	30.61	30.08	0.53
Translator	37.17	45.58	-8.41	37.17	30.79	6.38
University Administrator	31.40	34.28	-2.87	29.83	29.37	0.47
University Faculty Member	34.11	30.36	3.75	27.15	34.53	-7.38
Urban & Regional Planner	28.72	36.61	-7.89	33.99	34.63	-0.63
Veterinarian	24.34	20.26	4.08	24.43	29.62	-5.19
Vocational Agriculture Teacher	23.01	24.07	-1.06	29.17	27.12	2.05
Wholesale Sales Representative	32.39	31.78	0.61	34.57	34.98	-0.41

Note: N = 654 (316 women and 338 men).

**TABLE E.14 OS CORRELATIONS OVERALL AND WITHIN THEME FOR WOMEN AND MEN—EUROPEAN SPANISH SAMPLE**

Theme	OS Correlation	
	Women <i>r</i>	Men <i>r</i>
Realistic	.43	.40
Investigative	.64	.57
Artistic	.47	.53
Social	.55	.66
Enterprising	.47	.52
Conventional	.45	.64
Overall	.23	.23

Note: *N* = 654 (316 women and 338 men).

**TABLE E.15 PSS MEANS AND STANDARD DEVIATIONS BY GENDER—EUROPEAN SPANISH SAMPLE**

Personal Style Scale	Women		Men	
	Mean	<i>SD</i>	Mean	<i>SD</i>
Work Style	54.11	9.01	47.46	7.18
Learning Environment	47.49	8.34	47.01	7.76
Leadership Style	46.75	10.11	47.42	9.24
Risk Taking	47.56	9.77	52.45	8.28
Team Orientation	50.60	11.40	49.92	10.10

Note: *N* = 654 (316 women and 338 men).

**TABLE E.16 INTERNAL CONSISTENCY RELIABILITIES FOR THE PSSs—EUROPEAN SPANISH SAMPLE**

Personal Style Scale	Number of Items	Cronbach's Alpha
Work Style	29	.89
Learning Environment	41	.92
Leadership Style	16	.87
Risk Taking	10	.81
Team Orientation	9	.85

Note: *N* = 654.

**TABLE E.17 PSS TEST-RETEST RELIABILITIES—EUROPEAN SPANISH SAMPLE**

Personal Style Scale	Test-Retest Correlation	Test		Retest	
		Mean	SD	Mean	SD
Work Style	.80	50.18	8.57	49.74	8.10
Learning Environment	.79	46.30	8.02	45.83	7.52
Leadership Style	.59	47.54	10.28	47.01	9.97
Risk Taking	.66	52.36	10.39	52.70	9.04
Team Orientation	.45	52.87	9.18	50.08	9.40

Note:  $n = 75$ .

**TABLE E.18 INTERCORRELATIONS BETWEEN THE PSSs—EUROPEAN SPANISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.15	.43	.04	.33
Learning Environment	.15	—	.54	.13	.33
Leadership Style	.43	.54	—	.55	.57
Risk Taking	.04	.13	.55	—	.29
Team Orientation	.33	.32	.57	.29	—

Note:  $N = 654$ .

**TABLE E.19 INTERCORRELATIONS BETWEEN THE PSSs FOR WOMEN AND MEN—EUROPEAN SPANISH SAMPLE**

Personal Style Scale	Work Style	Learning Environment	Leadership Style	Risk Taking	Team Orientation
Work Style	—	.10	.43	.09	.36
Learning Environment	.22	—	.50	.13	.32
Leadership Style	.55	.60	—	.57	.60
Risk Taking	.25	.15	.54	—	.39
Team Orientation	.32	.33	.55	.21	—

Note:  $N = 654$ . For correlations above the diagonal, women  $n = 316$ ; below the diagonal, men  $n = 338$ .

**TABLE E.20 CORRELATIONS BETWEEN THE PSSs AND THE MBTI® CONTINUOUS SCORES—EUROPEAN SPANISH SAMPLE**

PSS	MBTI® Preferences			
	E-I	S-N	T-F	J-P
Work Style	-.32	-.10	.28	.01
Learning Environment	-.13	.30	-.12	.02
Leadership Style	-.26	.01	-.14	.06
Risk Taking	-.20	.10	-.07	.15
Team Orientation	-.05	-.07	-.07	-.02

Note:  $n = 104$ . Negative correlations are associated with E, S, T, and J; positive correlations are associated with I, N, F, and P.

**TABLE E.21 AVERAGE ITEM RESPONSE PERCENTAGES FOR THE ENTIRE INVENTORY AND EACH SECTION FOR WOMEN AND MEN—EUROPEAN SPANISH SAMPLE**

Basic Interest Scale	Gender	Strongly Like		Like		Indifferent		Dislike		Strongly Dislike	
		Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Total Percentage (entire inventory)	Women	12.43	14.03	23.52	12.16	24.08	16.33	19.43	16.19	20.54	19.96
	Men	8.69	11.23	25.71	13.69	34.13	20.59	17.48	13.85	13.99	18.04
	Combined	10.49	12.79	24.65	13.01	29.28	19.30	18.42	15.05	17.16	19.26
Occupations	Women	9.89	12.93	19.31	12.22	23.04	17.63	22.84	20.58	24.92	24.16
	Men	7.19	10.65	20.97	14.59	33.38	22.92	21.08	18.24	17.37	22.13
	Combined	8.50	11.87	20.17	13.51	28.38	21.16	21.93	19.41	21.02	23.42
Subject Areas	Women	12.65	16.79	21.97	14.67	24.06	21.03	20.47	20.80	20.85	24.64
	Men	8.02	12.50	23.53	16.45	35.47	24.35	18.08	18.66	14.90	22.69
	Combined	10.26	14.90	22.78	15.62	29.96	23.49	19.23	19.74	17.78	23.82
Activities	Women	13.79	17.02	28.03	16.46	24.65	18.53	16.95	16.53	16.57	19.68
	Men	9.77	14.09	30.26	17.11	34.24	22.58	14.80	13.70	10.93	17.44
	Combined	11.71	15.69	29.18	16.82	29.61	21.26	15.84	15.16	13.66	18.75
Leisure Activities	Women	18.32	17.06	25.61	15.07	19.59	16.81	16.05	15.96	20.42	19.65
	Men	12.27	15.51	30.34	16.81	30.03	21.96	14.62	13.32	12.75	17.15
	Combined	15.19	16.54	28.05	16.15	24.98	20.31	15.31	14.66	16.46	18.79
People	Women	10.13	15.74	22.70	19.12	34.66	24.66	14.77	15.65	17.75	20.48
	Men	6.74	13.34	24.73	18.60	42.28	25.50	13.87	14.46	12.37	16.70
	Combined	8.38	14.63	23.75	18.87	38.60	25.37	14.31	15.04	14.97	18.80
Your Characteristics	Women	14.19	20.14	34.06	22.69	26.48	21.57	15.72	17.91	9.56	16.85
	Men	11.87	18.43	38.01	24.16	33.49	24.91	12.10	14.34	4.54	11.64
	Combined	12.99	19.30	36.10	23.53	30.10	23.60	13.84	16.25	6.96	14.60

Note:  $N = 654$  (316 women and 338 men).

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